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STATE CHILD-LABOR STANDARDS

A summary of State laws  
affecting the employment and  
compulsory school attendance of minors

July 1, 1938

Issued by  
U. S. Department of Labor  
Children's Bureau  
Industrial Division



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FOREWORD

Every State in the United States has enacted laws to protect children from too early or harmful employment and to afford them opportunity for education, training, and recreation during their formative years. The first and most important standard of a child-labor law is the minimum age at which a child may go to work. After the child has entered employment a good child-labor law places around him additional safeguards. These include limitations upon the number of hours per day and per week that he may be employed, prohibition of employment at night, and protection from work in dangerous or injurious occupations. Many State laws also require that a child going to work be in sound health and physically fit for his job, meet certain educational standards, and produce evidence that he is of legal age for employment and that a job has been promised him.

In the administration of State child-labor laws a system of employment certificates has come to be regarded as basic. These certificates, issued usually by departments of labor or by public-school officials, are evidence that a child has met the legal standards for employment, and at the same time protect the employer from unwitting employment of a child below the legal age. Employment certificates also serve as a link between school and work and as a guide to enforcing authorities in seeing that the children are surrounded with the safeguards designed by law to protect them during their period of adjustment to work.

The complement of a child-labor law is the compulsory school-attendance law, since it has been a generally accepted principle that a child should be in school until he goes to work. Every State now requires school attendance up to a specified age, but all permit some exemptions. Nearly half the States require employed minors under 18 to attend part-time or continuation school for a few hours a week.

This summary presents briefly the provisions relating to the basic minimum age for employment, maximum hours of labor, night-work restrictions, employment-certificate provisions, minimum age for employment in hazardous occupations, status of illegally employed minors under the workmen's compensation law, and compulsory school-attendance requirements in effect in each State, the District of Columbia, Alaska, Hawaii, and Puerto Rico. Laws governing the employment of minors in theatres, concert halls, and places of amusement are omitted because of limitations of space. All hours-of-labor and night-work laws which specifically regulate employment of minors up to 18 years of age are included, but laws on these subjects which apply to "all employees" or "all females" and do not expressly mention minors, are included only when they constitute the sole regulation for certain groups of minors under 18 years of age in that State.

As will be seen, child-labor laws vary widely both in the standards fixed and in the occupations to which the law applies. These varying provisions make up a composite picture of the most important legal standards affecting the employment of minors in each State, differing from State to State, but in general following a well-defined pattern.



## STATE CHILD-LABOR STANDARDS

A L A B A M A

July 1, 1938

Minimum age

14, in any employment or service during school hours.  
14, in any gainful occupation at any time, except agriculture and domestic service, and except boys 12 and over during vacation in business offices, mercantile establishments, in and about dairies, or as caddies on golf links.

Employment certificates

Regular certificates: Required for employment of minors between 14 and 17 in any gainful occupation except agriculture or domestic service.  
Physician's certificate of physical fitness required. Completion of 8th grade required if child is under 16.

Age certificates: Issued in practice on request to minors 17 and over.  
Issued by: Local public-school officials.

Hours

8-hour day, 48-hour week, 6-day week for minors under 16 in any gainful occupation, except agriculture and domestic service.  
Work outside school hours is limited to 4 hours a day and 28 hours a week.

Night work

Prohibited for minors under 16 from 7 p.m. to 6 a.m. in any gainful occupation, except agriculture and domestic service.  
Night messenger work prohibited for minors under 18 from 10 p.m. to 6 a.m.

Street trades

Minimum age: Boys 12 (10 in distribution of newspapers and periodicals on fixed routes in residential districts); girls 18.  
Badges: Required for boys under 16. Regular school attendance required of boys receiving badges except boys 14 who are legally qualified for employment certificates.  
Work prohibited from 8 p.m. to 5 a.m. for boys under 16.

Hazardous occupations prohibited

Under 16 in a fairly comprehensive list of hazardous occupations.  
Under 21 in pool or billiard rooms.  
Under 16 in occupations declared hazardous by the State Board of Health.

Status of illegally employed minors under the Workmen's Compensation Act

Illegally employed minors are covered by the compensation act and double compensation is provided in case of injury to such minors.

Full-time school attendance

Required of children between 7 and 16 during entire session, except those - Physically or mentally incapacitated;  
Living  $2\frac{1}{2}$  miles from school, if no public transportation is provided;  
14, who have completed the 8th grade;  
14, and legally employed on permit.

Continuation-school attendance

No provision.



## STATE CHILD-LABOR STANDARDS

July 1, 1938

ALASKAMinimum age

No provision.

Employment certificates

No provision.

Hours

No provision regulating the hours of labor applying to minors specifically.

Night work

No prohibition.

Street trades

No provision.

Hazardous occupations prohibited

No provision prohibiting employment in hazardous occupations except that boys under 16 are prohibited from employment underground in mines.

No agency authorized to declare occupations hazardous for minors.

Status of illegally employed minors under the Workmen's Compensation Act

Illegally employed minors are covered by the compensation act and receive the same compensation as if legally employed.

Full-time school attendance

Required of children between 7 and 16 during entire session, except those -

Whose physical or mental condition makes attendance inexpedient or impracticable;

Excused for other cause by an excuse signed by the majority of the school board;

Who reside more than 2 miles from school unless transportation is furnished;

Who have completed the work of the highest grade maintained in the district.

Continuation-school attendance

No provision.



## STATE CHILD-LABOR STANDARDS

July 1, 1938

ARIZONAMinimum age

14, in any mill, factory, workshop or mercantile establishment, tenement house, sic manufactory or workshop, store, business office, telegraph or telephone office, restaurant, bakery, barber shop, apartment house, bootblack stand or parlor, or in the distribution or transportation of merchandise or messages, except that boys between 10 and 14, if authorized by board of school trustees, may sell papers or engage in other work outside school hours when nonharmful physically or morally.

Employment certificates

Regular certificates: Required for employment of children under 16 in any place or establishment named under Minimum age, above. Physician's certificate of physical fitness and completion of 5th grade required.

Age certificates: No provision.

Issued by: Local public-school officials.

Hours

8-hour day, 48-hour week, for boys under 16, girls under 18, in any gainful occupation, except agriculture or domestic service.

8-hour day, 48-hour week for all employees in the laundry department of any laundry, except that longer daily hours may be worked in order to make a shorter work day one day a week or in order to make repairs to prevent the interruption of the ordinary running of the machinery.

Night work

Prohibited from 7 p.m. to 7 a.m. for boys under 16 and girls under 18 in any gainful occupation, except agriculture or domestic service.

Night messenger work prohibited from 10 p.m. to 5 a.m. for persons under 21, in incorporated cities and towns.

Street trades

Minimum age: Boys 10, girls 16. Law applies to all cities.

See also under Minimum age, above.

Hazardous occupations prohibited

Under 16 in a fairly comprehensive list of hazardous occupations.

Under 18 in a few occupations.

Under 18 in occupations declared hazardous by the State Board of Health.

Status of illegally employed minors under the Workmen's Compensation Act

Illegally employed minors are covered by the compensation act and receive the same compensation as if legally employed.

Full-time school attendance

Required of children between 8 and 16 during entire session, except those - Physically or mentally incapacitated;

Who have completed prescribed grammar school course;

Who have presented reasons deemed satisfactory by a board consisting of the president of the local board of school trustees, the child's teacher, and the probation officer of the county superior court;

Who are 14 and employed at some lawful wage-earning occupation.

Continuation-school attendance

Required of children between 14 and 16 regularly employed, for 5 hours per week, 150 hours per year, and between 8 a.m. and 6 p.m.

Part-time schools must be established by districts in which 15 employment certificates have been issued, unless district is exempted.



## STATE CHILD-LABOR STANDARDS

ARKANSAS

July 1, 1938

Minimum age

14, in any remunerative occupation, except that during school vacation, child may be employed by his parent in occupations owned or controlled by him.

Employment certificates

Regular certificates: Required for employment of children under 16 for work in any establishment or occupation. Completion of 4th grade required. No physician's certificate of physical fitness required.

Age certificates: No provision.

Issued by: Law gives power of issuance to State Commissioner of Labor and Statistics or local public-school officials; in practice certificates are issued by former, proof of age being forwarded by the local school officials.

Hours

8-hour day, 48-hour week, 6-day week in any occupation, for children under 16.

10-hour day, 54-hour week, 6-day week in any occupation, for minors between 16 and 18.

9-hour day, 54-hour week, 6-day week, for females in any manufacturing, mechanical or mercantile establishment, laundry, or express or transportation company, or by any hotel, restaurant, or eating place, bank, building and loan association, insurance company, establishment engaged in finance or credit business or by any person or corporation producing or supplying electricity or water, or in the operation of or work on elevators, with the following exemptions: (1) executive or managerial employees receiving \$35 or more per week, exclusive of commission or bonus, on permit from the Industrial Welfare Commission; (2) cotton factories and the gathering of fruits or farm products; (3) Industrial Welfare Commission may, after hearing, permit "industry engaged in handling products, such as canning factories and candy factories", if compliance with this law would work irreparable injury, to employ women more than 9 hours per day, provided that overtime does not exceed 90 days a year, and that women so employed are paid time and one-half for overtime.

Night work

Prohibited in any occupation from 7 p.m. to 6 a.m. for children under 16.

Prohibited in any occupation from 10 p.m. to 6 a.m. for minors between 16 and 18.

Prohibited from 9 p.m. to 7 a.m. for girls between 16 and 18 in establishments or occupations in which a maximum 9-hour day, 54-hour week, and 6-day week is fixed.

Street trades

No provision.

Hazardous occupations prohibited

Under 16 in a fairly comprehensive list of hazardous occupations.

Under 18 as hoisting engineer in mines.

Under 16 in occupations declared hazardous by the State Board of Health.

Status of illegally employed minors under the Workmen's Compensation Act

No compensation act.

Full-time school attendance

Required of children between 7 and 16 for 100 days, or full term if less, except those -

Physically or mentally incapacitated;

Who have completed the 8th grade;

Whose services are needed to support widowed mother.

Continuation-school attendance

No provision.



## STATE CHILD-LABOR STANDARDS

C A L I F O R N I A

July 1, 1938

Minimum age

- 15, in any manufacturing establishment (defined so as to cover industrial home work) or in any other place of labor or employment, except children - 14, outside school hours;  
 14, on completion of elementary-school course and if services are needed for family support;  
 12, working during vacation and on weekly school holidays;  
 Working in agriculture, horticulture, viticulture, or domestic service outside school hours.

Employment certificates

Regular certificates: Required of children under 16 (18 where continuation schools are established) for work during school hours in any occupation except agriculture, horticulture, viticulture, or domestic service.

Physician's certificate of physical fitness required. Completion of 8th grade for children 14 and 7th grade for children 15 required for work during school hours.

Age certificates: Issued to minors over regular certificate age on request.

Issued by: Local public-school officials.

Hours

8-hour day, 48-hour week, for minors under 18 in any occupation except for minors 16 or over at any time and minors under 16 outside school hours in agriculture, horticulture, viticulture, or domestic service.

6-day week for all employees in any occupation except in cases of emergency.

Hours of minors under 18 working outside school hours together with hours at school shall not exceed 8, except in agricultural and homemaking occupations.

Night work

Prohibited from 10 p.m. to 5 a.m. for minors under 18 in occupations regulated under Hours, above, and in vending or selling goods or engaging in or conducting any business, (10 p.m. to 6 a.m. in any factory, nut cracking and sorting establishment, fruit and vegetable canning or packing industry, fish-canning industry or laundry and dry-cleaning industry).

Night messenger service prohibited from 9 p.m. to 6 a.m. for boys between 16 and 18 in cities of over 15,000 population. (Work as messengers entirely prohibited for boys under 16 and girls under 18 in such cities.)

Street trades

Minimum age: Boys 10; girls 18.

Law applies only to cities of 23,000 or more.

See under Night work, above, for prohibition of vending or selling goods between 10 p.m. and 5 a.m.

Hazardous occupations prohibited

Under 16 in a comprehensive list of hazardous occupations.

Under 16 in occupations declared hazardous by the division of labor statistics and law enforcement of the State Department of Industrial Relations.

Status of illegally employed minors under the Workmen's Compensation Act

Illegally employed minors are covered by the compensation act and receive the same compensation as if legally employed.

Full-time school attendance

Required of children between 8 and 16 for entire session, except those - Physically or mentally incapacitated;  
 Living more than 2 miles from school by nearest traveled road;  
 Holding a work certificate.

Continuation-school attendance

Required of minors between 16 and 18 not subject to day school-attendance law, and of children under 16 excused from regular school attendance on work certificate, for 4 hours each week between 8 a.m. and 5 p.m., during regular school term (3 hours daily if unemployed) except those - Physically or mentally incapacitated;  
 Who are graduates of a 4-year high school;  
 Who must render personal service to dependents;  
 Whose interest would suffer if compelled to attend. (Exemptions on this basis limited to 5 per cent of the enrollment.)  
 Schools must be established in high-school districts where there are 50 or more minors subject to continuation-school attendance.



## STATE CHILD-LABOR STANDARDS

C O L O R A D O

July 1, 1938

Minimum age

14, in any "gainable" occupation at any time in any mercantile establishment, store, office, hotel, laundry, manufacturing establishment, bowling alley, passenger or freight elevator, factory or workshop, or as a messenger or driver therefor.

14, in any work for compensation to whomsoever payable during any portion of any month when the public schools of the town in which child resides are in session, except children -

In any fruit orchard, garden, field, or farm.

12, during June, July, and August when public schools are not in regular session.

Employment certificates

Regular certificates: Required for employment of children between 14 and 16 in any mercantile establishment, store, office, hotel, laundry, manufacturing establishment, bowling alley, passenger or freight elevator, factory or workshop, or as a messenger or driver therefor. Neither certificate of physical fitness nor completion of specified grade required. Children must be able to read and write English or must attend evening school.

Age certificates: No provision.

Issued by: Local public- or parochial-school officials.

Hours

8-hour day, 48-hour week, in any gainful occupation, for children under 16, except children between 14 and 16 (between 12 and 16 during summer vacation) on special permit. (Law not clear as to extent of this exemption.)

8-hour day for females in manufacturing, mechanical or mercantile establishment, laundry, hotel, or restaurant, except that in case of emergencies overtime may be permitted for increased minimum wages under rules of the Industrial Commission.

Night work

Prohibited after 8 p.m. for children under 16 in any gainful occupation with same exemptions as under Hours, above.

Prohibited from 8 p.m. to 7 a.m. in any employment for children under 14.

Street trades

Minimum age: Boys none, girls 10.

Hazardous occupations prohibited

Under 16 in a fairly comprehensive list of hazardous occupations.

The Industrial Commission has power to determine working conditions for minors under 18.

Status of illegally employed minors under the Workmen's Compensation Act

Illegally employed minors are covered by the compensation act and receive the same compensation as if legally employed.

Full-time school attendance

Required of children between 8 and 16 for entire session, except those - Who have completed the 8th grade;

Whose help is necessary for own or parents' support (children must be given poor relief to permit them to attend but are not required to attend more than 3 hours a day);

14, if exemption is for child's best interests;

Whose physical or mental condition does not permit attendance;

Living in district in which there are not sufficient seating accommodations.

Continuation-school attendance

No provision.



## STATE CHILD-LABOR STANDARDS

CONNECTICUT

July 1, 1938

Minimum age

16, at any time in any manufacturing, mechanical, mercantile, or theatrical industry, restaurant, public dining room, bowling alley, shoe-shining establishment or barber shop. (In practice interpreted to cover practically all employment except agriculture and domestic service.)

14, in any occupation during school hours.

16, in industrial home work.

Employment certificates

**Regular certificates:** Required for employment of children between 14 and 16 during school hours in any occupation not covered by the 16-year minimum age. Issuance of certificate must be for child's best interest. Completion of 8th grade required. Grade requirement may be waived by State Board of Education in case of an educationally retarded child. Physician's certificate of physical fitness not required.

**Age certificates:** Required for minors 16 and over in occupations prohibited under 16, and for minors 18 and over in occupations prohibited under 18.

**Issued by:** State Board of Education or its agent.

Hours

8-hour day, 48-hour week, and 6-day week, for females in any mercantile establishment (10 hours on one day per week for purpose of making one shorter day). The law is suspended between December 18 and December 25, in the case of employers who give not fewer than 7 holidays with pay during the year.

9-hour day (10 hours on 1 day per week for purpose of making 1 shorter day), 52-hour week, 6-day week, for females in any public restaurant, cafe, dining room, or barber shop, and for minors under 16 and all females in any hairdressing or manicuring establishment or photograph gallery. Work in hotels (other than in dining room) is expressly exempted.

9-hour day, 48-hour week, for minors under 18 and all females in any manufacturing or mechanical establishment, except a 10-hour day and 55-hour week for not exceeding 8 weeks in any 12 consecutive months in cases where the Commissioner of Labor and Factory Inspection finds that an emergency exists or that seasonal or peak demands place an unusual and temporary burden on the establishment.

58-hour week for all females in any bowling alley, shoe-shining establishment or billiard or pool room (minimum age in bowling alley and shoe-shining establishment is 16 and in billiard or pool room 18).

Connecticut has a law requiring Sunday closing in most of the industries not covered by an express provision for a 6-day week.

Night work

Prohibited from 10 p.m. to 6 a.m. for minors between 16 and 18 and all females in any manufacturing, mechanical, or mercantile establishment, except physicians, surgeons, nurses, pharmacists, attorneys at law, teachers, and women engaged in social work.

Prohibited from 10 p.m. to 6 a.m. for all females in any public restaurant, cafe, dining room, barber shop (minimum age 16 in all of these establishments). Work in hotels (other than hotel dining room) is expressly exempted.

Prohibited from 10 p.m. to 6 a.m. for minors under 16 and all females in any hairdressing or manicuring establishment or photograph gallery and after 10 p.m. for all females in any bowling alley, shoe-shining establishment, billiard or pool room (minimum age in bowling alley and shoe-shining establishment is 16 and in billiard or pool room 18).

Night messenger service prohibited for minors under 18 from 10 p.m. to 5 a.m. in cities having a population of 20,000 or over.

Street trades

No provision.

Hazardous occupations prohibited

See under Minimum age 16, above.

Under 18 in a public pool or billiard room, or in the operation of any elevator running at a speed of over 200 feet a minute.

Under 18 in any occupation (except in agricultural employment, domestic service, street trades, distribution of newspapers or except for minors 16 or over who are apprentices in bona fide apprenticeship courses in manufacturing or mechanical establishments or trade schools or public schools) pronounced hazardous to health by the State Department of Health or pronounced hazardous in other respects by the Department of Labor and Factory Inspection.

Status of illegally employed minors under the Workmen's Compensation Act

Illegally employed minors are covered by the compensation act and receive the same compensation as if legally employed.

Full-time school attendance

Required of children between 7 and 16 during entire session, except those -

Physically or mentally incapacitated;

Destitute of clothing and parents unable to provide it;

14, and lawfully employed to labor at home or elsewhere.

Continuation-school attendance

The provision requiring employed children between 14 and 16 to attend for 4 hours weekly during school year between 8 a.m. and 5 p.m. unless they have completed the 8th grade or have been excused by secretary or agent of the State Board of Education, is still on the statute books but is superseded to a large extent, if not entirely, by the 16-year minimum age enacted in 1935. Establishment of continuation schools is not compulsory.



## STATE CHILD-LABOR STANDARDS

D E L A W A R E

July 1, 1938

Minimum age

14, in any establishment or occupation except:

Boys 12 or over in occupations not dangerous or injurious (as determined by Labor Commission) when not required by law to attend school.

Children whose labor is necessary for support of themselves or their families.

Children in farm work or in domestic service in private homes.

Employment certificates

Regular certificates: Required for employment of children under 16 in any occupation except in canneries and in farm work or domestic service in private homes; physician's certificate of physical fitness and completion of 8th grade (with exemptions), required.

Age certificates: No provision.

Issued by: Local school officials in special school districts; elsewhere by State superintendent of public instruction.

Hours

8-hour day, 48-hour week, 6-day week, for children under 16 in any establishment or occupation except in fruit and vegetable canneries.

10-hour day (12 one day a week), 55-hour week, 6-day week for females in mercantile, mechanical, manufacturing, baking or printing establishment, telegraph or telephone office or exchange, laundry, restaurant, hotel, dressmaking establishment or office, except in fruit and vegetable canneries.

Night work

Prohibited from 7 p.m. to 6 a.m. for children under 16 in any establishment or occupation except in fruit and vegetable canneries. Night messenger service prohibited from 10 p.m. to 6 a.m. for minors under 21 in places of over 20,000.

Prohibited from 10 p.m. to 6 a.m. for females in mechanical or manufacturing establishment, laundry, baking or printing establishment, office, or dressmaking establishment; if any part of work of females in mercantile establishment, telephone and telegraph office or exchange, restaurant or hotel, is between 11 p.m. and 7 a.m., hours are limited to 8 in 24.

Exemptions: Fruit and vegetable canning; establishments where continuous operations are necessary.

Street trades

Minimum age: Boys 12, girls 14.

Badges required for boys between 12 and 16 and girls between 14 and 16.

Work prohibited during school hours unless a regular certificate is obtained and also from 7 p.m. to 6 a.m.

Law applies only to cities of 20,000 or more population.

Hazardous occupations prohibited

Under 16 in a fairly comprehensive list of hazardous occupations.

Under 18 in a fairly comprehensive list of hazardous occupations.

Under 16 in occupations declared hazardous by the State Labor Commission.

Status of illegally employed minors under the Workmen's Compensation Act

Illegally employed minors are excluded from the compensation act.

Full-time school attendance

Wilmington: Required of children between 7 and 16 for entire session, except those 14 and legally employed.

Outside Wilmington: Required of children between 7 and 17 for 160 days (100 days if they are 14 and have not completed 8th grade), except those - 14, who have completed 8th grade;

Excused in cases of necessary and legal absence under regulations of State Board of Education;

Physically or mentally incapacitated.

Continuation-school attendance

Required for 4 hours a week for 36 weeks (20 hours weekly while temporarily unemployed) of children between 12 and 16 who have been granted employment certificates.

Attendance required between 8 a.m. and 5 p.m. (8 a.m. to 12 noon on Saturday). Schools maintained during full period when public schools are in session.

District having 15 or more children between 12 and 16 years of age to whom employment certificates have been issued, must establish continuation school, unless released by the State Board of Vocational Education.



## STATE CHILD-LABOR STANDARDS

DISTRICT OF COLUMBIA

July 1, 1938

Minimum age

14, in any gainful occupation, except agricultural work or housework outside school hours in or in connection with home of child's parent or guardian.

Employment certificates

Regular certificates: Required for employment of minors between 14 and 18, except outside school hours in agricultural work or housework performed in or in connection with the home of the children's parents or guardians or outside school hours in irregular work usual to home of employer. Certificate of physical fitness and completion of 8th grade required if child is under 16.

Age certificates: No provision.

Issued by: Department of school attendance and work permits of the Board of Education.

Hours

8-hour day, 48-hour week, 6-day week for minors under 18 in any gainful occupation, except agricultural work or housework.

Night work

Prohibited from 7 p.m. to 7 a.m. in any gainful occupation, except agricultural work or housework for girls under 18, boys under 16.

Prohibited from 10 p.m. to 6 a.m. for boys between 16 and 18 in same occupations.

Night messenger work prohibited from 7 p.m. to 6 a.m. for girls between 18 and 21 (such work entirely prohibited for girls under 18) and from 12 midnight to 5 a.m. for boys between 18 and 21.

Street trades

Minimum age: Boys 12 (except boys 10 delivering newspapers and periodicals on fixed routes), girls 18.

Badges: Required for boys between 12 and 16 (except boys 10 delivering newspapers and periodicals on fixed routes).

Selling prohibited from 7 p.m. to 6 a.m.

Boys under 16 prohibited from employment in stuffing newspapers and work of boys between 16 and 18 so employed shall not exceed 40 hours in any one week or occur on more than one night in any one week.

Hazardous occupations prohibited

Under 16 on power machinery, or at oiling, wiping, or cleaning machinery.

Under 18 at operating any elevator, in any quarry, tunnel, excavation, tobacco warehouse, cigar or other factory where tobacco is manufactured; girls under 18 prohibited from work in retail cigar or tobacco store, or in hotel, apartment house, or as an usher, attendant or ticket seller in a theater or place of amusement.

Minors may not be employed at any hazardous occupation: Board of Education is empowered to determine such occupations and prohibit employment therein.

Status of illegally employed minors under the Workmen's Compensation Act

Illegally employed minors are covered by the compensation act and receive the same compensation as if legally employed.

Full-time school attendance

Required of children between 7 and 16 for entire session, except those - 14, who have completed the 8th grade and are employed;

Unable physically or mentally to profit from school attendance, but if able to profit from specialized instruction shall attend;

Excused for reasons defined as valid by Board of Education.

Continuation-school attendance

No provision.



## STATE CHILD-LABOR STANDARDS

F L O R I D A

July 1, 1938

Minimum age

14, in any mill, factory, workshop, mechanical establishment, or laundry.  
 12, in any store, office, or in transmission or sale of merchandise, or,  
 in any city of 6,000 population or more, in the transmission of messages.

Employment certificates

Regular certificates: Required for employment of children under 16 in any factory, workshop, laundry, mine, or mill. Physician's certificate of physical fitness optional with issuing officer. No grade requirement; literacy and knowledge of fundamental operations of arithmetic required.

Age certificates: No provision.

Issued by: Local public-school authorities.

Hours

9-hour day, 54-hour week, 6-day week, for children under 16 in any mill, factory, workshop, mechanical establishment, or laundry.

Night work

Prohibited from 8 p.m. to 5 a.m. for children under 16 in above occupations. Night messenger work prohibited from 10 p.m. to 5 a.m. for minors under 18.

Street trades

Minimum age: Boys 10, except in delivery of newspapers to regular subscriber outside school hours; girls, 16.

Law applies to cities of 6,000 population or more.

Hazardous occupations prohibited

Under 16 in a fairly comprehensive list of hazardous occupations.

Under 18 in cleaning machinery in motion; under 21 in pool or billiard room.

Under 16 at any hazardous occupation and as to these the decision of the county physician or city health officer is final.

Status of illegally employed minors under the Workmen's Compensation Act

Illegally employed minors are covered by the compensation act, and double compensation is payable in case of minors determined by the Industrial Commission to have been employed at the time of the accident in violation of any provision of the child-labor law.

Full-time school attendance

Required of children between 7 and 16 for entire session, except those -

Who are mentally or physically incapacitated;

Who have completed 8th grade;

14, employed and enrolled in a part-time school;

Whose services are necessary for support of widowed mother or other dependent;

Between 7 and 9 living more than 2 miles from school, or between 10 and 16 living more than 3 miles from school, if free transportation is not furnished;

Who are absent from unusual cause acceptable to attendance officer;

Who are without necessary books and clothing.

Continuation-school attendance

Required during regular employment hours for 144 hours per school year of children under 16 exempted from regular school attendance for any cause except physical or mental disability or completion of 8th grade (attendance at public night school giving equivalent instruction accepted).

Schools must be established wherever there are 15 such children exempted from regular school attendance at any school or schools 3 miles or less apart, and who reside or are employed within the attendance area of such school or schools.



## STATE CHILD-LABOR STANDARDS

G E O R G I A

July 1, 1938

Minimum age

14, in any mill, factory, laundry, manufacturing establishment, or workshop.  
 (Work on job and cylinder presses operated in connection with charitable or eleemosynary institutions exempted from the child-labor act.)

Employment certificates

Regular certificates: Required for employment of children between 14 and 16 in any of the establishments named under Minimum age, above. Physician's certificate of physical fitness required. No grade requirement; child must be able to read and write simple sentences in English.

Age certificates: Required for minors between 16 and 18 for employment at night from 7 p.m. to 6 a.m. or in any of the hazardous occupations prohibited to minors under 16.

Issued by: Local public-school officials

Hours

No regulation of hours applying specifically to children; 60-hour week for employees in cotton and woolen manufacturing establishments, except engineers, firemen, watchmen, mechanics, teamsters, yard employees, clerical force, and help needed to clean up and make necessary repairs or changes in or of machinery; time lost because of accidents or other unavoidable circumstances may be made up not to exceed 10 days.

Hours for persons under 21 in manufacturing establishments (other than cotton or woolen) or in machine shops shall be from sunrise to sunset.

Night work

Prohibited from 7 p.m. to 6 a.m. for minors under 16 in any of the establishments or occupations named under Minimum age, above.

Night messenger service and general work of messenger service prohibited from 9 p.m. to 6 a.m. for minors under 16.

Street trades

No provision.

Hazardous occupations prohibited

Under 16 in a fairly comprehensive list of hazardous occupations.

Under 16 in occupations declared hazardous by the State Board of Health.

Status of illegally employed minors under the Workmen's Compensation Act

Illegally employed minors are covered by the compensation act and receive the same compensation as if legally employed.

Full-time school attendance

Attendance required of children between 8 and 14 for 6 months, except those who have completed the 7th grade;

Temporarily excused by local board of education, which is authorized to take into consideration the need for farm labor in granting excuses for children in farming districts;

Temporarily excused because of bad weather, sickness, etc., or other reasonable excuses.

Continuation-school attendance

No provision.



## STATE CHILD-LABOR STANDARDS

July 1, 1938

H A W A I IMinimum age

No provision.

Employment certificates

No provision.

Hours

8-hour day, 48-hour week, for children under 16 in any employment.

Night work

Prohibited from 9 p.m. to 5 a.m. for children under 16 in any employment.

Street trades

No provision.

Hazardous occupations prohibited

No provision.

Status of illegally employed minors under the Workmen's Compensation Act

Illegally employed minors are covered by the compensation act and receive the same compensation as if legally employed.

Full-time school attendanceRequired of children between 6 and 14, except those -

Living more than 4 miles from school if no suitable transportation is furnished;

Physically or mentally unable to attend school;  
13 or over who have passed required examination of both primary and grammar grades and are suitably employed;14 who have not completed the 5th grade. (Such children shall be dropped, but they must attend vocational or opportunity schools provided by the department of public instruction.  
They may be reinstated to their regular grades by the superintendent of public instruction if, in his opinion, such reinstatement is warranted);

Who, for any reason, have become a detriment to the morals or discipline of any school. (Such children may be dropped by the supervising principal subject to appeal to the superintendent of public instruction);

Who, after investigation by juvenile court or district magistrate, are excused for any other reason.

Continuation-school attendance

No provision.



## STATE CHILD-LABOR STANDARDS

IDAHO

July 1, 1938

Minimum age

14, in any business or service during school hours.  
14, in any mine, factory, workshop, mercantile establishment, store, telegraph or telephone office, laundry, restaurant, hotel, apartment house, or in the distribution of merchandise or messages, except child 12 or over during regular school vacation of 2 weeks or more.

Employment certificates

No certificate system. Literacy and proficiency in certain subjects required for employment of children under 16 at any gainful occupation during school hours.

Hours

9-hour day, 54-hour week, for minors under 16 in any gainful occupation.  
9-hour day, for females in any mechanical or mercantile establishment, laundry, hotel or restaurant, telegraph or telephone establishment, office, express or transportation company, provided that this provision shall not apply to females employed in harvesting, packing, curing, canning or drying any variety of perishable fruit or vegetable.  
(Sunday law, in effect, results in 54-hour week.)

Night work

Prohibited from 9 p.m. to 6 a.m. for minors under 16 in any gainful occupation.

Street trades

No provision.

Hazardous occupations prohibited

Under 21 as hoisting engineer in mines.  
Under 20 in beer dispensaries.

Status of illegally employed minors under the Workmen's Compensation Act

Illegally employed minors are covered by the compensation act and receive the same compensation as if legally employed.

Full-time school attendance

Required of children between the ages of 8 and 18 years during entire session (children in 6th, 7th and 8th grades may, in the discretion of the school trustees, attend 8 instead of 9 months on request of parents), except those -

- 15 who have completed 8th grade;
- 15 whose help is necessary for own or parents' support;
- 15 and exemption is for "best interests";
- Physically or mentally incapacitated.

Continuation-school attendance

No provision.



## STATE CHILD-LABOR STANDARDS

ILLINOIS

July 1, 1938

Minimum age

14, at any gainful occupation in any mercantile institution, store, office, hotel, laundry, manufacturing establishment, mill, cannery, factory, or workshop, except that child under 14 may do voluntary work of a temporary and harmless character for compensation when school is not in session, with the consent of parent or guardian.

16, in industrial home work.

Employment certificates

Regular certificates: Required for employment of children between 14 and 16 in the establishments enumerated under Minimum age, above. Physician's certificate of physical fitness and completion of 8th grade required.

Age certificates: Issued upon request for minors 16 and over.

Issued by: Local public-school officials.

Hours

8-hour day, 6-day week, for children under 16 in any gainful occupation.

8-hour day, 48-hour week, for females 16 or over in any mechanical or mercantile establishment, factory, laundry, hotel, restaurant, barber shop or beauty parlor, telegraph or telephone establishment or office thereof, or by any person, firm or corporation engaged in any express or transportation or public-utility business, common carrier, or public or private institution or office thereof. The following are exempted: graduate nurses; telephone operators under certain conditions; for a period of 48 hours, in times of public emergency, employments necessary to furnish essential public services. Females in canning establishments preserving perishable fruits or vegetables direct from the fields may work 10 hours per day and 60 per week between June 1 and October 15; females in mercantile establishments may work 9 hours a day and 54 hours a week for 4 weeks a year; females in other than mercantile establishments may work 9 hours on one day per week but not more than 48 hours per week. (Illinois has a law requiring one day's rest in seven in most of the industries covered by this 8-hour law.)

Night work

Prohibited from 7 p.m. to 7 a.m. for children under 16 in any gainful occupation.

Street trades

No provision.

Hazardous occupations prohibited

Under 16 in a fairly comprehensive list of hazardous occupations.

Under 16 in employments declared hazardous by the State Board of Health.

Status of illegally employed minors under the Workmen's Compensation Act and Workmen's Occupational Diseases Act

Illegally employed minors are covered by the Workmen's Compensation Act, and if under 16, 50% additional compensation is payable in case of injury to such minors, or, as an alternative, the minors or their legal representatives may reject the act within 6 months after the injury or death and sue the employer for damages.

Fifty per cent additional compensation is also payable under the Workmen's Occupational Diseases Act in case of minors under 16 illegally employed on day of last exposure.

Full-time school attendance

Required of children between 7 and 16 for the entire session, except those - Physically or mentally incapacitated; 14, and necessarily and lawfully employed; Between 12 and 14 in attendance at confirmation classes; Excused for temporary absence by principal or teacher.

Continuation-school attendance

Required, where schools are established, of children between 14 and 18 regularly and lawfully employed (employment includes service or assistance at home) for 8 hours weekly between 8 a.m. and 5 p.m. on regular business days (except Saturday afternoons) for 36 weeks (or for 300 hours if attendance is confined to 3 months) except minors who have completed a 4-year secondary course.

Establishment of continuation schools is optional, not compulsory.



## STATE CHILD-LABOR STANDARDS

July 1, 1938

INDIANAMinimum age

- 14, in any occupation or service whatever during school hours.  
 14, in any gainful occupation at any time except in farm work, domestic service, or caddying.

Employment certificates

Regular certificates: Required for employment of minors between 14 and 18 in any gainful occupation (except in caddying, agricultural work or domestic service outside school hours). Physician's certificate of physical fitness, completion of 8th grade, and evidence of economic necessity required.

Age certificates: Issued upon request for minors between 18 and 21.

Issued by: Local public-school officials.

Hours

8-hour day, 48-hour week, 6-day week, for boys under 16 and girls under 18 in any gainful occupation except in farm labor, domestic service, or caddying

Night work

Prohibited from 7 p.m. to 6 a.m. for boys under 16 and girls under 18 in any gainful occupation, except in farm labor, domestic service, or caddying.

Night messenger service prohibited from 10 p.m. to 6 a.m. for boys between 16 and 18.

Street trades

No provision.

Hazardous occupations prohibited

Under 16 in a fairly comprehensive list of hazardous occupations.

Under 18 in a limited number of hazardous occupations.

Under 21 in pool and billiard rooms.

Status of illegally employed minors under the Workmen's Compensation Act

Illegally employed minors are covered by the compensation act and double compensation is payable to those under 16 if injured while employed in violation of any provision of the child-labor law and to those between 16 and 18 who are injured while employed at a prohibited occupation.

Full-time school attendance

Required of children between the ages of 7 and 16 for entire session, except those -

14, and legally employed;

Temporarily absent for causes other than employment, on certificate from certificate-issuing office at request of parent.

Physically or mentally incapacitated.

Continuation-school attendance

Local boards of education or township trustees may require attendance at continuation school of any child between 14 and 17 or of any employed child between 14 and 18 for not less than 4 hours or more than 8 hours a week between 8 a.m. and 5 p.m. during the school term.

No provision requiring establishment of continuation schools.



## STATE CHILD-LABOR STANDARDS

IOWA

July 1, 1938

Minimum age

14, in any mine, manufacturing establishment, factory, mill, shop, laundry, slaughter or packing house, or in any store or mercantile establishment where more than 8 persons are employed, or in a livery stable, garage, or in the distribution or transmission of merchandise or messages, except child working in establishment or occupation operated by parent.

Employment certificates

Regular certificates: Required for employment of children under 16 in establishments or occupations mentioned under Minimum age, above. Physician's certificate of physical fitness and completion of 8th grade required.

Age certificates: No provision.

Issued by: Local public-school officials.

Hours

8-hour day, 48-hour week, for children under 16 in any mine, manufacturing establishment, factory, mill, shop, laundry, slaughter or packing house, or in any store or mercantile establishment where more than 8 persons are employed, or in a livery stable, garage, or in the distribution or transmission of merchandise or messages.

Night work

Prohibited from 6 p.m. to 7 a.m. for children under 16 in above-mentioned occupations.

Night messenger service prohibited from 10 p.m. to 5 a.m. for minors under 18 in cities of 10,000 or more inhabitants.

Street trades

Minimum age: Boys 11, except on permit issued by superintendent of schools upon recommendation of judge of superior, municipal, or juvenile court; girls 18.

Badges required for boys between 11 and 16.

Work prohibited during school hours unless a regular certificate is obtained and also between 7:30 p.m. and 4 a.m. (8:30 p.m. and 4 a.m. during summer vacation).

Law applies only to cities of 10,000 or more population.

Hazardous occupations prohibited

Under 16 in a few specific hazardous occupations or in any occupation hazardous to life, health, or morals.

Under 18 for girls cleaning machinery in motion.

Status of illegally employed minors under the Workmen's Compensation Act  
Illegally employed minors are excluded from the compensation act.Full-time school attendance

Required of children between 7 and 16 for 24 weeks (attendance for entire session may be required by board of school directors) except those -  
Who have completed 8th grade;  
14, and regularly employed;  
Excused for sufficient reasons by any court of record or judge;  
Physically or mentally incapacitated;  
Attending religious services or receiving religious instruction.

Continuation-school attendance

Required, where schools are established, of minors between 14 and 16 not regularly attending full-time day school or not graduated from an approved 4-year high school, for 8 hours weekly between 8 a.m. and 6 p.m. Establishment of continuation school required in independent school districts situated in whole or in part in any city having a population of 12,000 or over in which there reside, or are employed, 15 such children. Establishment in cities of less than 12,000 population optional.



## STATE CHILD-LABOR STANDARDS

KANSAS

July 1, 1938

Minimum age

14, in any business or service during school hours.

14, in any factory, workshop, mill, cannery, packing house, or in operating any elevator.

(Law ambiguous as to whether the employment-certificate provision indirectly sets a minimum age of 14 for employment outside school hours in hotels, restaurants, mercantile establishments and transmission of merchandise or messages.)

Employment certificates

Regular certificates: Required for employment of children under 16 in any of the vocations "mentioned in the child labor act". No physician's certificate of physical fitness required. Completion of 8th grade required.

Age certificates: In practice, age certificates are issued upon request to minors 16 years of age and over.

Issued by: Local school officials or judge of juvenile court.

Hours

8-hour day, 48-hour week, for children under 16, in any factory, workshop, mill, cannery, packing house, or in operating any elevator, or in the transmission of merchandise or messages, or in any hotel, restaurant, or mercantile establishment.

8-hour day, 48-hour week, for minors under 18 and all females, in public housekeeping establishments.

9-hour day, 49½-hour week, and 6-day week, for minors under 18 and all females in manufacturing occupations, with exemptions.

9-hour day, 49½-hour week, for minors under 18 and all females in laundries, dyeing, dry cleaning, and pressing establishments, with exemptions.

9-hour day (10 hours on one day per week), 54-hour week, 6-day week, for minors under 18 and all females in mercantile establishments. Registered pharmacists are exempted.

Basic 8-hour day and basic 5-day week, for minors under 18 and all females as telephone operators.

48-hour week, for minors under 18 and all females as telephone employees other than operators.

Night work

Prohibited from 6 p.m. to 7 a.m. for children under 16 in any factory, workshop, mill, cannery, packing house, or in operating any elevator, or in the transmission of merchandise or messages, or in any hotel, restaurant, or mercantile establishment.

Prohibited from 9 p.m. to 6 a.m. for minors under 18 and all females in factories and laundries.

Prohibited from 12 midnight to 5 a.m. for girls under 21 in public housekeeping establishments.

Prohibited after 9 p.m. for minors under 18 and all females in mercantile establishments. Registered pharmacists are exempted, and stores in agricultural communities may obtain permission from Commission of Labor and Industry to remain open until 10 p.m. one day a week between June 1 and September 15.

Street trades

No provision.

Hazardous occupations prohibited

Under 16 in mines or quarries, or in any occupation dangerous to life, limb, health, or morals.

Under the minimum-wage law, State Commission of Labor and Industry has power to determine conditions of labor for minors under 18 and all females.

Status of illegally employed minors under the Workmen's Compensation Act

Illegally employed minors are covered by the compensation act and receive the same compensation as if legally employed.

Full-time school attendance

Required of children between 7 and 16 for entire session, except those -  
Who have completed 8th grade;  
Physically or mentally incapacitated.

Continuation-school attendance

No provision.



## STATE CHILD-LABOR STANDARDS

KENTUCKY

July 1, 1938

Minimum age

- 14, in any business or service whatever during any part of the term during which the public schools are in session.
- 14, in any factory, mill, workshop, mercantile establishment, store, office, printing establishment, bakery, laundry, restaurant, hotel, apartment house, or in the distribution or transmission of merchandise or messages.

Employment certificates

Regular certificates: Required for children between 14 and 16 in any factory, mill, workshop, mercantile establishment, store, office, printing establishment, bakery, laundry, restaurant, hotel, apartment house, or in the distribution or transmission of merchandise or messages. Certificate of physical fitness, completion of 8th grade if child is 14, (7th if child is 15), and proof of child's need required.

Age certificates: Issued upon request to minors 16 or over.

Issued by: Local public-school officials.

Hours

8-hour day, 48-hour week, 6-day week, for children under 16, in any factory, mill, workshop, mercantile establishment, store, office, printing establishment, bakery, laundry, restaurant, hotel, apartment house, or in the distribution or transmission of merchandise or messages.

10-hour day, 60-hour week, for girls under 21 in any gainful occupation except domestic service and nursing.

Night work

Prohibited from 6 p.m. to 7 a.m. for minors under 16 in occupations and establishments for which an 8-hour day and 48-hour week is fixed.

Night messenger service prohibited from 9 p.m. to 6 a.m. for persons under 21 in cities of 1st, 2d, and 3d classes.

Street trades

Minimum age: Boys 14; girls 18.

Badges: Required for boys between 14 and 16, except for newspaper selling or distribution.

Night work prohibited from 8 p.m. to 6 a.m. for boys under 16, except selling or distributing newspapers. Unless such child has completed the grade required for employment certificate [see above], work is prohibited during school hours.

Law applies only to cities of 1st, 2d, and 3d classes.

Hazardous occupations prohibited

Under 16 in a fairly comprehensive list of hazardous occupations.

Under 18 in cleaning machinery in motion.

Under 16 at any other hazardous occupation, and as to these the decision of the county physician or county health officer is final.

Status of illegally employed minors under the Workmen's Compensation Act

Illegally employed minors have right to claim compensation or to sue to recover damages. If compensation is claimed, the same amount is payable as if legally employed.

Full-time school attendance

In cities of 1st, 2d, 3d or 4th class: Required of children between 7 and 16 for the entire session, except those -  
14, and employed;

Physically or mentally incapacitated.

Outside above cities: Required of children between 7 and 16 for entire session, except those -

Who have completed full course offered by public schools of their districts;

Physically or mentally incapacitated.

Continuation-school attendance

Required of children between 14 and 16 lawfully and steadily employed on employment certificate, for not less than 4 or more than 8 hours per week, between 8 a.m. and 5 p.m. (but not Saturday afternoon or Sunday) during public school term, except those who have completed elementary-school course.

Establishment of continuation schools not compulsory.



## STATE CHILD-LABOR STANDARDS

July 1, 1938

LOUISIANAMinimum age

14, in any mill, factory, mine, packing house, manufacturing establishment, workshop, laundry, millinery or dressmaking store, mercantile establishment, hotel, restaurant, bowling alley, bootblack establishment, freight or passenger elevator, transmission or distribution of messages or merchandise, or in any other occupation whatsoever. Agricultural pursuits exempted.

Employment certificates

Regular certificates: Required for employment of children between 14 and 16 in any of the occupations enumerated under Minimum age, above. Agricultural pursuits exempted. Physician's certificate of physical fitness required. Completion of 6th grade or 8 years' school attendance required in Orleans Parish; elsewhere completion of the 6th grade or minimum years of schooling fixed by compulsory education law.

Age certificates: No provision in law. In Orleans Parish, in practice, certificates are required for girls between 16 and 18 years of age and are issued to boys of these ages on request.

Issued by: Department of labor acting in conjunction with the board of health and school board of the parish in Orleans Parish; elsewhere by local public-school officials.

Hours

8-hour day, 48-hour week, for children between 14 and 16 in any of the places and industries enumerated under Minimum age, above. Agricultural pursuits exempted.

8-hour day, 48-hour week, 6-day week, for females, in cities having a population of more than 6,000, in any manufacturing, mechanical or mercantile establishment, laundry, hotel or restaurant, telegraph or telephone establishment or office or by any express or transportation company, except: Agricultural pursuits; domestic service; preparing, processing, packing or canning perishable goods, fish or sea foods; fishing industry; employees of any public utility under the jurisdiction of the State Public Service Commission furnishing continuous service in cities or towns of under 2,500 population; employees of ferry companies operating under city permit and furnishing continuous service in cities of over 400,000 population (New Orleans). \*

Night work

Night work prohibited from 7 p.m. to 6 a.m. for boys under 16 and girls under 18 in any occupation, except on Saturday nights in stores or mercantile establishments employing more than 5 persons. Agricultural pursuits exempted.

A 1938 law also prohibits night work for females under 18 from 6 p.m. to 7 a.m. in the establishments and occupations for which an 8-hour day, 48-hour week and 6-day week is fixed for females. \*

Street trades

No provision.

Hazardous occupations prohibited

Under 17 in any pool or billiard room.

All minors prohibited from cleaning any part of the mill gear or machinery while the same is in motion in any factory, mill, or workshop.

The commissioner of labor has power to determine conditions of labor for girls under 18 and for women workers 18 years of age and over, except those engaged in labor on farms or in domestic service.\*

Status of illegally employed minors under the Workmen's Compensation Act

Certain illegally employed minors are excluded from the act, i.e., those of less than the minimum age prescribed for employment.

Full-time school attendance

In Orleans Parish: Required of children between 8 and 16 during entire session, except those - 14, regularly and lawfully engaged in some useful employment or service;

Physically or mentally incapacitated;

Under 14 for whom school facilities within 20 city blocks are inadequate.

Outside Orleans Parish: Required of children between 7 and 14, both inclusive, for 140 days or full session if term of the public schools is less, except those -

Who have completed the elementary course of study;

Physically or mentally incapacitated;

Living more than  $2\frac{1}{2}$  miles from school if free transportation is not provided;

For whom there are no adequate school facilities;

Whose services are needed to support widowed mother.

Continuation-school attendance

Attendance may be required by ordinance of city, town, or village of boys between 14 and 16 and girls between 14 and 18 who are employed and who have not completed high school. Instruction shall be given for 144 hours per year.

Establishment of continuation schools not compulsory. Incorporated cities, towns, and villages may establish such schools.

\*Law passed July 6, 1938.



## STATE CHILD-LABOR STANDARDS

M A I N E

July 1, 1938

Minimum age

- 15, in any business or service for hire during school hours, except children 14 of subnormal mental capacity engaged in nonhazardous work.  
 14, in any manufacturing or mechanical establishment, bowling alley, or poolroom.

Employment certificates

Regular certificates: Required for employment of children under 16 in any occupation during school hours, and in any manufacturing or mechanical establishment, bowling alley, or poolroom outside school hours. Certificate of physical fitness may be required in doubtful cases. Completion of grades of elementary school required for work during school hours.

Age certificates: No provision.

Issued by: Local public-school officials.

Hours

Children under 16: 8-hour day for both boys and girls, 54-hour week for girls, no weekly maximum for boys, in any workshop, factory, or manufacturing or mechanical establishment, except in manufacturing establishment or business handling perishable products. 54-hour week for both boys and girls in any mercantile establishment, store, restaurant, laundry, telegraph office, or any telephone exchange employing more than 3 operators, or by any express or transportation company, except for 8 days before Christmas and, in stores and millinery shops, for 8 days before Easter.

Females 16 or over: 9-hour day (except when a different apportionment is made for the purpose of making 1 short day per week) 54-hour week in any workshop, factory, manufacturing or mechanical establishment, except in manufacturing establishment or business handling perishable products. 54-hour week in any mercantile establishment, store, restaurant, laundry, telegraph office, or any telephone exchange employing more than 3 operators, or by any express or transportation company, except for 8 days before Christmas and, in stores and millinery shops, for 8 days before Easter.

Employers engaged in public service are exempted from the foregoing hours-of-labor provisions in cases of emergency, involving danger to life, property, public safety or public health, and in cases of extraordinary public requirement.

Night work

Prohibited for minors under 16 from 6 p.m. to 6:30 a.m. in any workshop, factory, manufacturing or mechanical establishment, bowling alley or poolroom, except in establishments handling perishable products and in work for employers engaged in public service in cases of emergency involving danger to life, property, public safety or public health, and in cases of extraordinary public requirement.

Street trades

No provision.

Hazardous occupations prohibited

Under 16 in a very limited number of hazardous occupations.

Status of illegally employed minors under the Workmen's Compensation Act

Illegally employed minors are covered by the compensation act and receive the same compensation as if legally employed.

Full-time school attendance

Required of children between 7 and 17 years of age for entire session, except those -  
 15 who have completed the elementary-school grades;  
 16 who can read at sight and write legibly simple sentences in English;  
 Excused for necessary absences;  
 14 of subnormal mental capacity who have received a special permit as  
 specified under Minimum age, above;  
 Physically or mentally incapacitated.

Continuation-school attendance

Attendance is not compulsory but schools may be established for minors between 14 and 18 engaged in industrial occupations who have not completed the elementary-school course. Instruction shall cover 144 hours per year. Law defines "continuation" school as school or class that is conducted during regular working hours of employed person.

Establishment of such schools is not required.



## STATE CHILD-LABOR STANDARDS

MARYLAND

July 1, 1938

Minimum age

14, in any business or service during school hours.  
 14, in any mill, factory, workshop, canning or packing establishment, mechanical establishment, tenement house, sic manufactory or workshop, office building, restaurant, bakery, barber shop, hotel apartment house, bootblack stand or establishment, public stable, garage, laundry, or as a driver in any brick or lumber yard, or in the construction or repair of buildings, or as a messenger for telegraph, telephone or messenger companies, or in any mercantile establishment, store, office, boarding house, club, or in the distribution, transmission or sale of merchandise.

Employment certificates

Regular certificates: Required for employment of children under 16 in any establishment or occupation named under Minimum age, above. Certificate of physical fitness and completion of elementary-school course (6th grade in Baltimore, elsewhere 7th) required.

Age certificates: No provision in law; in practice, issued upon request for minors 16 or over.

Issued by: Commissioner of Labor and Statistics in Baltimore; outside Baltimore, the Commissioner or the county school superintendent or appointee of the latter. (In practice the appointments are subject to approval of the Commissioner and the physicians authorized by county school superintendents to give physical examinations to children applying for employment certificates are appointed as issuing officers).

Hours

8-hour day, 48-hour week, 6-day week, for children under 16 in establishments or occupations named under Minimum age, above, except in canning and packing establishments.

10-hour day, 60-hour week, for females in manufacturing, mechanical, mercantile, printing, baking or laundering establishments, except in canning or preserving perishable fruits or vegetables; limited overtime permitted in stores outside Baltimore under specified conditions.

10-hour day for all employees in cotton or woolen manufacturing establishments, with exemptions for males 21 and over.

Night work

Prohibited from 7 p.m. to 7 a.m. for minors under 16 in occupations with a minimum age of 14, except in canning and packing establishments.

Night messenger service prohibited from 10 p.m. to 6 a.m. for minors under 18 in cities having a population of 20,000 or over.

If work of females in establishments for which a 10-hour day and 60-hour week is specified, falls between 10 p.m. and 6 a.m., daily hours for such females are limited to 8.

Street trades

Minimum age: Boys, 12 for selling newspapers and periodicals; 10 for delivering newspapers between 3:30 and 5 p.m.; 14 for other street trades. Girls, 16.

Badges: Required for boys under 16.

Night work prohibited for boys under 16 from 8 p.m. to 6 a.m.

Work prohibited during school hours unless boy is 14 and has an employment certificate. Law applies to cities of 20,000 or over.

Hazardous occupations prohibited

Under 16 in a comprehensive list of hazardous occupations, including the operation of all power machinery.

Under 18 in a fairly comprehensive list of hazardous occupations.

Status of illegally employed minors under the Workmen's Compensation Act

Illegally employed minors are covered by the compensation act and double compensation is provided in case of injury to minors employed illegally with the knowledge of the employer.

Full-time school attendance

In Baltimore City: Required of children between 7 and 16 during entire session, except those -

Excused for necessary absence;

Physically or mentally incapacitated;

14 who have completed the elementary grades and are employed.

Outside Baltimore City: Required of children between 7 and 16 during entire session, except those -

Excused for necessary and legal absence;

14 and regularly employed;

Physically or mentally incapacitated.

Continuation-school attendance

No provision.



## STATE CHILD-LABOR STANDARDS

MASSACHUSETTS

July 1, 1938

Minimum age

14, in any work during school hours.

14, at any time in any employment except agriculture and domestic service.

14, in industrial home work.

A minimum age of 16 in textile factories is set by the Department of Labor and Industries as one of the conditions of its suspension of the provision prohibiting employment after 6 p.m. of females 21 years of age and over in the manufacture of textiles. Statutory authority for such suspension expires April 1, 1939.

Employment certificates

Regular certificates: Required for employment of children between 14 and 16 in any employment. Physician's certificate of physical fitness and completion of 6th grade required.

Age certificates: Educational certificate, showing age, required for employment of minors between 16 and 21 in factories, stores, and certain other employments.

Issued by: Local public-school officials.

Hours

8-hour day, 48-hour week, 6-day week, for children under 16 in any employment or occupation except agriculture or domestic service.

9-hour day, 48-hour week, for minors between 16 and 18 and all females in any factory, workshop or manufacturing, mechanical or mercantile establishment, telegraph office or telephone exchange (including an operator in a private exchange) or by any express or transportation company, or in any laundry, hotel, manicuring or hairdressing establishment, or as an elevator operator except (1) personal secretaries and persons declared by the Commissioner of Labor and Industries to be employed in a supervisory capacity; (2) upon report to the Department of Labor and Industries, in cases of extraordinary emergency or extraordinary public requirement, employers engaged in public service or other business in which shifts are required, and except employees may work overtime to make up time lost on a previous day of the same week due to the stoppage, for not less than 30 consecutive minutes, of the machinery on which they were employed or dependent for employment, and except 52 hours per week is permitted in factories or hotels where employment is determined by the Department of Labor and Industries to be seasonal, provided yearly average does not exceed 48 hours per week, excluding Sundays and holidays.

10-hour day, 54-hour week, 6-day week, for boys between 16 and 18 and girls between 16 and 21 in any barber shop, bootblack stand, public stable, garage, brick or lumber yard, messenger office or in construction or repair of buildings, or in any contract or wage-earning industry in tenement or other houses.

Night work

Prohibited from 6 p.m. to 6:30 a.m. for children under 14 in any work, and for children between 14 and 16 in any employment except agriculture or domestic service.

Prohibited from 10 p.m. (6 p.m. in textile or leather manufacturing) to 6 a.m. for girls under 21, and women over 21 in manufacturing or mechanical establishments. Commissioner of Labor and Industries has power to suspend the prohibition of employment of women over 21 after 6 p.m. in textiles until April 1, 1939, subject to such conditions as he may prescribe.

Prohibited from 10 p.m. (6 p.m. in textile or leather manufacturing) to 5 a.m. for boys under 18 and girls under 21 in any factory, workshop, manufacturing, mechanical or mercantile establishment, barber shop, bootblack stand or establishment, public stable, garage, brick or lumber yard, telephone exchange, telegraph or messenger office, or in the construction or repair of buildings, or in any contract or wage-earning industry carried on in tenement or other houses, with exemptions of girl telephone operators to 11 p.m. in nonmanufacturing and nonmechanical establishments.

Night messenger service prohibited for minors under 21 from 10 p.m. to 5 a.m. with exemptions. Messenger work entirely prohibited for girls under 18.

Street trades

Minimum age: Boys 12. Girls 18 in cities of over 50,000, elsewhere 16.

Badges required for boys 12 to 16.

Work prohibited during school hours and from 8 p.m. to 6 a.m. for minors under 14; during school hours except children having employment certificates and from 9 p.m. to 5 a.m. for minors between 14 and 16.

Hazardous occupations prohibited

Under 16 in a fairly comprehensive list of hazardous occupations.

Under 18 in a fairly comprehensive list of hazardous occupations.

Under 18 in occupations declared hazardous by the Department of Labor and Industries.

Status of illegally employed minors under the Workmen's Compensation Act

Illegally employed minors are covered by the compensation act and double compensation is provided in case of injury to a minor, known to be such, who is employed in violation of any of the provisions of the child-labor law.

Full-time school attendance

Required of children between 7 and 16 for entire session, except those -

14 or over who have completed 6th grade and are employed for at least 6 hours a day on employment certificates, or are excused for profitable employment at home;

Physically or mentally incapacitated.

Continuation-school attendance

Required of children between 14 and 16 regularly employed on certificate, or temporarily unemployed, or excused for employment at home on home permit. Attendance required 4 hours a week for employed children (20 hours a week if unemployed) between 8 a.m. and 5 p.m. on school days.

Continuation schools must be established where there are 200 or more minors under 16 who would be required to attend. Schools may be established elsewhere, and if established, attendance becomes compulsory.



## STATE CHILD-LABOR STANDARDS

MICHIGAN

July 1, 1938

Minimum age

15, in any mercantile institution, store, office, hotel, laundry, manufacturing establishment, mine, bowling alley, pool or billiard room conducted for profit, passenger or freight elevator, factory or workshop, quarry, telegraph or messenger service, except children 14 or over outside school hours and during vacation in preserving perishable goods in fruit or vegetable-canning establishments or in any mercantile institution, store, office, hotel, laundry, manufacturing establishment, factory or workshop, quarry, telegraph or messenger service. (The 15-year minimum age is applied to practically all occupations during school hours.)

Employment certificates

Regular certificates: Required for employment of minors under 18 in any mercantile institution, store, hotel, office, laundry, manufacturing establishment, mine, bowling alley, workshop, quarry, telegraph or messenger service, or any employment coming within the provisions of this act. (See under Minimum age, above.) Certificate of physical fitness may be required. Completion of 6th grade required for children under 16 working during school hours. In case of children under 16 working during school hours, child's wages must be necessary for support of family.

Age certificates: No provision.

Issued by: Local public-school officials.

Hours

10-hour day, 54-hour week, for boys under 18 and all females in any factory, mill, warehouse, workshop, quarry, clothing, dressmaking or millinery establishment, or any place where the manufacture of goods is carried on, or goods are prepared for manufacturing, or in any laundry, store, shop, or any other mercantile establishment, or in any office or restaurant, hotel, hospital, or in operating an elevator or on street or electric railways, except in fruit and vegetable canning or fruit-packing establishments and except students and graduate nurses in hospitals or nurses in fraternal or charitable homes.

Night work

Prohibited from 6 p.m. to 6 a.m. for children under 16 in any work in manufacturing establishment, quarry or mine, or in messenger service, or for girls under 18 in any factory, with same exemptions as under Hours, above.

Night messenger service prohibited from 10 p.m. to 5 a.m. for minors under 18.

Street trades

No provision.

Hazardous occupations prohibited

Under 16 in pool or billiard room.

Under 18 in cleaning machinery in motion or in any other hazardous employment.

Under 18 in occupations declared hazardous by the Department of Labor and Industries.

Status of illegally employed minors under the Workmen's Compensation Act

Illegally employed minors are covered by the compensation act, and double compensation is provided in case of injury to such minors under 18.

Full-time school attendance

Required of children between 7 and 16 for the entire school year, except those -

Who have completed the 8th grade and are employed;

Who are regularly employed as pages or messengers in the legislature;

14 who have completed the 6th grade, and whose services are essential for the support of themselves or their parents;

Physically or mentally incapacitated;

Under 9 and living more than 2½ miles from school by the nearest traveled road, if transportation is not furnished;

Between 12 and 14 while in attendance on confirmation classes.

Continuation-school attendance

Required of unmarried minors under 17 not attending full-time school 8 hours a week, except those -

Who have completed 2 years of high school;

Who would be deprived of wages essential for own or family support;

Physically incapacitated or mentally unable to pursue the school work.

Schools must be established in school districts with a population of 5,000 or more having 50 children eligible for attendance. Schools may be established in other districts.



## STATE CHILD-LABOR STANDARDS

M I N N E S O T A

July 1, 1938

Minimum age

14, in any factory, mill, workshop, mine, or in the construction of any building or about any engineering work.

14, in any business or service during school hours.

Employment certificates

Regular certificates: Required for employment of children between 14 and 16 in any business or service during school hours. Certificate of physical fitness and completion of common-school course (8th grade) required.

Age certificates: No provision.

Issued by: Local public-school officials.

Hours

8-hour day, 48-hour week, for children under 16 in any gainful occupation. 54-hour week for females in any public housekeeping, manufacturing, mechanical, mercantile or laundry occupation or as telephone operator, except employees engaged in the seasonal occupation of preserving perishable fruits, grains, or vegetables where such employment does not continue over a longer period than 75 days in any one year; telephone operators in municipalities of less than 1500 inhabitants; night employees at the place of employment for no more than 12 hours who shall have opportunity for at least 8 hours of sleep; in cases of emergency in which the safety, health, morals or welfare of the public may be affected; and except that upon application of any employer the Industrial Commission may exempt for cause any employers or class of employers. During emergency periods of not to exceed 4 weeks a year, the Commission may also allow a longer period of employment for such females under such general rules and regulations as the Commission may prescribe.

Night work

Prohibited from 7 p.m. to 7 a.m. for children under 16 in any gainful occupation.

Night messenger service prohibited from 9 p.m. to 5 a.m. for boys under 18. (Messenger work entirely prohibited for girls under 21.)

Street trades

Minimum age: Boys, 12, except as newspaper carriers or distributors of newspapers, magazines, or periodicals on fixed routes; girls, 18.

Badges: Required for boys between 12 and 16 (between 14 and 16 for work during school hours).

Work prohibited during school hours except for children 14 who have completed all requirements of school attendance.

Work prohibited from 8 p.m. to 5 a.m. except that boys with permit and badge may sell extras after 8 p.m.

Law applies to cities of 10,000 or more population.

Hazardous occupations prohibited

Under 16 in a fairly comprehensive list of hazardous occupations.

Status of illegally employed minors under the Workmen's Compensation Act

Illegally employed minors are excluded from the compensation act.

Full-time school attendance

Required of children between 8 and 16 for entire session, but not to exceed 10 months, except those -

Physically or mentally incapacitated;

Graduated from 8th grade;

Attending religious instruction for not more than 3 hours per week, or absent from school to attend instruction according to the ordinances of some church.

Who live where there is no school within reasonable distance, or where conditions of weather or travel make it impossible to attend; 14 living in localities outside cities of the 1st and 2d class, whose help is required at home between April 1 and June 1.

Continuation-school attendance

No provision.



## STATE CHILD-LABOR STANDARDS

MISSISSIPPI

July 1, 1938

Minimum age

14, in any mill, cannery (except fruit or vegetable cannery), workshop (interpreted by Attorney General to include stores), factory, or manufacturing establishment.

Employment certificates

No employment-certificate system. (For work in establishments listed above, employer must secure from child under 16 parent's affidavit and certificate of school superintendent or principal stating age of child, school grade attended, name of last school attended, and teacher in charge.)

Hours

8-hour day, 44-hour week, for children under 16 in any mill, cannery (except fruit or vegetable cannery), workshop, factory, manufacturing establishment or (by interpretation) in any store. (Railroads and public-service corporations are exempted).

10-hour day, 60-hour week, for all employees over 16 in establishments listed above, with the following exemptions: (1) cases of emergency, (2) where public necessity requires, (3) railroads or other public-service corporations, (4) fruit and vegetable canneries, (5) establishments handling perishable agricultural products in season which use adult male labor only, (6) overtime permitted to make 1 shorter work day per week (30 minutes daily for the first 5 days of the week, such additional time to be deducted from the last day of the week; persons employed at night only may work  $1\frac{1}{4}$  hours the first 5 nights of the week and  $3\frac{3}{4}$  hours on Saturday night).

10-hour day, 60-hour week, for females in any laundry, millinery or dress-making store, office, mercantile establishment, telegraph or telephone office, or in any other occupation not herein enumerated, except.

(1) cases of emergency, (2) where public necessity requires, and (3) domestic service.

Night work

Prohibited from 7 p.m. to 6 a.m. for children under 16 in any mill, cannery (except fruit or vegetable cannery), workshop, factory, or manufacturing establishment, or (by interpretation) in any store.

Street trades

No provision.

Hazardous occupations prohibited

No provision.

Status of illegally employed minors under the Workmen's Compensation Act

No compensation act.

Full-time school attendance

Required of children between 7 and 17 years of age for entire session in municipal separate school districts having a population of 10,000 or more; 80 days elsewhere, except those -

Who have completed common-school course of study;

Who reside more than  $2\frac{1}{2}$  miles from school, if transportation is not furnished;

Temporarily excused in extreme cases of emergency;

Physically or mentally incapacitated;

Attending for the full term an approved part-time public school.

Continuation-school attendance

No provision.



## STATE CHILD-LABOR STANDARDS

MISSOURI

July 1, 1938

Minimum age14, in any gainful occupation except children -

In agricultural labor and domestic service or any service performed for or under the personal supervision or control of their parents or guardians;

12 and over outside school hours in industries employing 6 persons or less.

Employment certificates

Regular certificates: Required for employment of children under 16 in any gainful occupation except in agricultural labor and domestic service, in any service performed for or under the personal supervision or control of their parents or guardians, or outside school hours in industries employing less than 6 persons. Certificate of physical fitness and completion of 6th grade required.

Age certificates: Issued upon request for minors 16 or over.

Issued by: Local public-school officials.

Hours

8-hour day, 48-hour week, 6-day week, for children under 16 in any gainful occupation, except in agricultural labor or domestic service, or in work under personal supervision or control of their parents or guardians, or outside school hours in industries employing less than 6 persons.

9-hour day, 54-hour week, for females in manual or physical work in any manufacturing, mechanical, or mercantile establishment, factory, workshop, laundry, bakery, restaurant, or in stenographic or clerical work of any character in the above industries, or by express, transportation, or public-utility business, common carrier, or public institution, except: canning or packing plants in rural communities or in cities of less than 10,000 population, for not more than 90 days per year; telephone companies; and establishments in towns or cities of 3,000 population or less.

Night work

Prohibited from 7 p.m. to 7 a.m. for children under 16 in any gainful occupation, with same exemptions as in first paragraph under Hours, above.

Street trades

No provision.

Sale of newspapers, magazines and periodicals is expressly exempted from the provisions of the child-labor law.

Hazardous occupations prohibited

Under 16 in a fairly comprehensive list of hazardous occupations, including operation of all power machinery except that used in agriculture or domestic service.

Under 18 for girls in messenger service.

Under 21 in cleaning machinery in motion in manufacturing, mechanical, mercantile, or other establishments or places.

Status of illegally employed minors under the Workmen's Compensation Act

Illegally employed minors are covered by the compensation act and in case of injury to a minor whom the employer knowingly employed in violation of the child-labor law, 50 per cent additional compensation is required.

Full-time school attendance

Required of children between 7 and 16 for entire session, except those -

Who have completed common-school course;

Physically or mentally incapacitated;

14 and actually and legally employed at least 6 hours per day.

Continuation-school attendance

Required of children under 16 lawfully engaged in regular employment and of all minors under 18 who have not completed the elementary-school course and who are not attending regular day school, for not less than 4 hours per week between 8 a.m. and 5 p.m. for a period not less than the regular school term.

Schools must be established in districts where 25 employment certificates for children under 16 are in force. Establishment of school may be waived by State Board of Vocational Education.



## STATE CHILD-LABOR STANDARDS

MONTANA

July 1, 1938

Minimum age

16, in any mine, mill, smelter, workshop, factory, steam, electric, hydraulic or compressed air railroad, or passenger or freight elevator, or where any machinery is operated, or for any telegraph, telephone or messenger company, or in any occupation not here enumerated known to be dangerous or unhealthful or which may be in any way detrimental to child's morals.

14, for work in other occupations during school hours. This minimum age is fixed indirectly by provision that children under 16 cannot be employed during school term and while school is in session without employment certificates, which are issued only to children 14 or over.

Employment certificates

Regular certificates: Required for employment of children between 14 and 16 in any occupation during school hours. Physician's certificate of physical fitness not required. Completion of 8th grade required except in case where child's wages are necessary for family support.

Age certificates: Required for minors 16 or over for employment in occupations for which minimum age is 16.

Issued by: Local public-school officials.

Hours

8-hour day for females in any manufacturing, mechanical, or mercantile establishment, telephone-exchange room, [sic] or office, or telegraph office, laundry, hotel, or restaurant, except in retail stores for 1 week preceding Christmas, when 10 hours a day is permitted.

9-hour day for all telephone operators in cities with a population of 3,000 or over except to relieve another employee in case of sickness or other unforeseen causes.

8-hour day, 48-hour week, in cities and towns with a population of 2,500 or over, for all persons including deliverymen employed in retail stores, and for all persons, including deliverymen, in leased businesses, where lessor dictates the price, kind of merchandise sold, hours and conditions of operation, and all persons employed in wholesale warehouses supplying retail establishments with goods, including persons delivering such goods. Registered pharmacists and assistants are exempted.

8-hour day for all persons employed in or about sugar refineries, except employees of beet-receiving stations; superintendents; master mechanics; beet-end, sugar-end, and steffan-house foremen; and except in case of emergency when life and property are in danger.

Night work

No provision.

Street trades:

No provision.

Hazardous occupations prohibited

Under 16: See under Minimum age, above.

Status of illegally employed minors under the Workmen's Compensation Act

Illegally employed minors are covered by the compensation act and receive the same compensation as if legally employed.

Full-time school attendance

Required of children between 8 and 16 years for entire session, except those - 14 who have completed the 8th grade and have employment certificates; 14 whose wages are necessary for family support and who have employment certificates; Physically or mentally incapacitated; Living at such distance from any school that attendance would constitute an undue hardship.

Continuation-school attendance

Attendance is not compulsory, but continuation schools may be established in any high-school district for pupils between 14 and 21 years who have left regular full-time day school for work.

Establishment of continuation schools not compulsory, but board of trustees of any high school may establish such school.



## STATE CHILD-LABOR STANDARDS

NEBRASKA

July 1, 1938

Minimum age

- 14, in any business or service during school hours.  
 14, in any mercantile establishment, store, office, hotel, laundry, manufacturing establishment, bowling alley, passenger or freight elevator, factory or workshop, or as a messenger or driver therefor.

Employment certificates

Regular certificates: Required for employment of children between 14 and 16 in any mercantile institution, store, office, hotel, laundry, manufacturing establishment, bowling alley, passenger or freight elevator, factory or workshop, or as messengers or drivers therefor. Physician's certificate of physical fitness may be required in doubtful cases. Completion of 8th grade or literacy in English plus attendance at evening or continuation school required.

Age certificates: No provision.

Issued by: Local public-school officials.

Hours

8-hour day, 48-hour week, for children under 16 in any mercantile institution, store, office, hotel, laundry, manufacturing establishment, packing house, bowling alley, passenger or freight elevator, factory, workshop, beet field or as messengers or drivers.

9-hour day, 54-hour week, for females in metropolitan and 1st class cities in any manufacturing, mechanical or mercantile establishment, laundry, hotel, restaurant, office or public-service corporation.

Night work

Prohibited from 8 p.m. to 6 a.m. for children under 16 in occupations listed under Hours, above, for which an 8-hour day and 48-hour week is provided.

Prohibited from 12:30 a.m. to 6 a.m. for females in metropolitan and 1st class cities, in any manufacturing, mechanical or mercantile establishment, laundry, hotel, restaurant, or office, except in public-service corporations.

Street trades

No provision.

Hazardous occupations prohibited

Under 16 in any work dangerous to life or limb or in which a child's health may be injured or its morals depraved.

Status of illegally employed minors under the Workmen's Compensation Act

Illegally employed minors are excluded from the compensation act.

Full-time school attendance

Required of children between 7 and 16 for entire session in city or metropolitan school districts; elsewhere not less than 6 months (if session is 7 months, attendance required for 130 days; if 8 months, for 145 days; if 9 months, for 160 days), except those -

Graduated from high school, or, if no high school is maintained in the district, graduated from the school maintained in the district;

Physically or mentally incapacitated;

14 who have completed the 8th grade and whose earnings are necessary for family support.

Continuation-school attendance

Required of children between 14 and 16, in districts where continuation school is maintained, who are regularly and legally employed, for not less than 8 hours a week, except those -

Physically or mentally incapacitated;

Who have graduated from high school.

Continuation school must be established in districts having 15 children between 14 and 16 who are employed.



## STATE CHILD-LABOR STANDARDS

N E V A D A

July 1, 1938

Minimum age

14, in any business or service whatever during the hours the public schools of the district in which the child resides are in session.

Employment certificates

Regular certificates: Required under continuation-school law for employment of minors between 14 and 18 in any occupation during school hours. No physician's certificate of physical fitness required. No grade or other educational requirement.

Age certificates: No provision.

Issued by: Local public-school officials.

Another law requires a permit from judge of the district court of the county for boys under 14 and girls under 16 employed in factories and stores, or other inside employment not connected with farm or house work.

Hours

8-hour day, 48-hour week for boys under 16 and girls under 18 at any gainful occupation, except domestic service or farm work.

Night work

Night messenger service prohibited from 10 p.m. to 5 a.m. for minors under 18 in incorporated cities and towns.

Street trades

No provision.

Hazardous occupations prohibited

Under 16 in a limited number of hazardous occupations.

Under 16 in occupations declared hazardous by the State Board of Health.

Status of illegally employed minors under the Workmen's Compensation Act

Illegally employed minors are covered by the compensation act and receive the same compensation as if legally employed; employer is also subject to fine of from \$300 to \$2,000.

Full-time school attendance

Required of children between 7 and 18 during entire session, except those -  
 Physically or mentally incapacitated;  
 Who have completed 12 grades of the grade-and high-school course;  
 14 or over who have completed 8 grades and have employment certificate;  
 14 or over whose work is necessary for own or parents' support;  
 Who reside at such distance from school that attendance is impracticable  
 or unsafe as determined by the deputy superintendent.

Continuation-school attendance

Required of employed children between 14 and 18 for 4 hours a week between 8 a.m. and 6 p.m. during public-school term, except those -  
 Who have completed 12 grades of the grade- and high-school course;  
 Who have completed the 8th grade and attendance would endanger security of employment in a highly desirable and respectable position;  
 Who have completed the 8th grade and are bound to apprenticeship under a satisfactory contract;  
 Who work at such distance from school that attendance is impossible or impracticable;  
 Physically or mentally incapacitated.

Establishment of continuation schools is required in districts in which 15 children between 14 and 18 are employed or reside unless district is released by State Board for Vocational Education.



## STATE CHILD-LABOR STANDARDS

NEW HAMPSHIRE

July 1, 1938

Minimum age

14, in any mill, factory, workshop, quarry, mercantile establishment, tenement-house manufactory or workshop, store, business office, telegraph or telephone office, restaurant, bakery, hotel, barber shop, apartment house, bootblack stand, or in the distribution or transmission of merchandise or messages.

Employment certificates

Regular certificates: Required for employment of children under 16 in the establishments named under Minimum age, above. Physician's certificate of physical fitness required. No grade requirement, but literacy in English required.

Age certificates: Certificates of age and literacy are issued to minors 16 and over where evening or special schools for illiterates are established.

Issued by: Local school officials, but the State Board of Education has the issuance under its control, through its power to enforce the certificate law and to appoint the local school superintendents, who are the issuing officers.

Hours

10 $\frac{1}{2}$ -hour day, 54-hour week, for children under 16 in any gainful occupation, except in farm work or domestic service. (See below for 10-hour day, 48-hour week for manual and mechanical work in manufacturing establishment.)

10-hour day, 48-hour week, for minors under 18 and females in manual or mechanical labor in any manufacturing establishment except in the manufacture of munitions or supplies for the United States or State, while the United States is at war, and except that a 10 $\frac{1}{2}$ -hour day and 54-hour week may be permitted for not over 8 weeks in any 6-months' period, on license from the labor commissioner granted after hearing if he is satisfied that overtime is necessary.

10 $\frac{1}{2}$ -hour day, 54-hour week, for minors under 18 and females in manual or mechanical labor in any employment other than in manufacturing establishments, except household labor and nursing, domestic, hotel, cabin, and boarding-house labor, or farm labor, operators in telephone and telegraph offices, or regular employees in a mercantile establishment for seven days immediately preceding Christmas provided employee's total hours do not exceed 54 hours a week for the full year.

(New Hampshire has a law requiring 1 day of rest in 7 in most of the industries covered by the foregoing hours provisions.)

Night work

Prohibited from 7 p.m. to 6:30 a.m. for children under 16 in any gainful occupation, except in domestic service or farm work.

Prohibited from 10 p.m. to 5 a.m. for minors under 18 in night messenger service.

Night work of minors under 18 and of females in manual or mechanical labor in any employment, with the exemptions listed above in case of the 10 $\frac{1}{2}$ -hour day for minors under 18 and for females, is limited to 8 hours in any 24 hours, and 48 hours a week. (Night work is defined as work for more than 2 nights a week for any time between 8 p.m. and 6 a.m.)

Street trades

Minimum age: Boys 10; girls 16.

Night work prohibited from 7 p.m. to 6:30 a.m. except boys 12 or over may deliver newspapers between 4 p.m. and 8 p.m. and boys 14 or over after 5 a.m.

Hazardous occupations prohibited

No provision prohibiting employment of minors in hazardous occupations, and no State agency authorized to declare occupations hazardous and prohibit employment therein.

Status of illegally employed minors under the Workmen's Compensation Act

Illegally employed minors are covered by the compensation act and double compensation is provided in case of injury to minors under 18 so employed.

Full-time school attendance

Required of children between 8 and 16 for the entire session, except those -

14 who have completed the elementary-school course;

Physically or mentally incapacitated;

14 and excused for such period as seems best for their interests on the ground that their welfare will be best served by withdrawal from school;

Excused to receive private instruction in music.

Continuation-school attendance

No provision.



## STATE CHILD-LABOR STANDARDS

N E W J E R S E Y

July 1, 1938

Minimum age

14, in any employment other than in agricultural pursuits, except children between 10 and 16 years of age who desire to assist in supporting themselves or their families may engage outside school hours in specified work, including selling newspapers, blacking shoes, running errands and other light employment not otherwise prohibited by law, on issuance of age-and-working certificates.

Employment certificates

Regular certificates: Required for employment of children under 16 in any employment, except agricultural pursuits. Physician's certificate of physical fitness required. Completion of 8th grade for children 14, and completion of 6th grade (or of a program approved by the Commissioner of Education, in prevocational or vocational school equivalent to 1 year beyond the 5th grade) for children 15, is required.

Age certificates: Issued upon request for minors 16 and over.

Issued by: Local public-school officials.

Hours

8-hour day, 48-hour week, 6-day week, for minors under 16 in any employment, except agricultural pursuits.

10-hour day, 54-hour week, 6-day week, for females in manufacturing or mercantile establishments, bakeries, laundries, or restaurants, except in hotels or other continuous business where working hours for women do not exceed 8 per day, and except in canneries engaged in packing perishable products such as fruits or vegetables.

10-hour day, 60-hour week, for all employees in the manufacture of foodstuffs (biscuits, pies, bread, crackers, cake, macaroni, candy, ice cream, frozen sweets, or other foodstuffs or confections), except that more than 10 hours per day may be worked in order to make 1 short workday per week and except that 2 additional hours per day may be worked in cases of emergency if extra pay is given at the 60-hour weekly rate.

Night work

Prohibited from 7 p.m. to 7 a.m. for minors under 16 in any employment, except agricultural pursuits.

Prohibited from 7 p.m. to 7 a.m. for children under 16 in the manufacture of foodstuffs (biscuits, pies, bread, crackers, cake, macaroni, candy, ice cream, frozen sweets or other foodstuffs or confections).

Prohibited from 12 midnight to 7 a.m. for females in any manufacturing establishment, bakery, restaurant, or laundry, except in canneries engaged in packing perishable products such as fruits or vegetables, glass-manufacturing establishments, and hotel restaurants.

Night messenger service prohibited from 10 p.m. to 5 a.m. for minors under 21 in cities of the 1st class and for minors under 18 in municipalities other than cities of the 1st class, except on permit granted under extraordinary circumstances by Commissioner of Labor.

Street trades

See provision for age-and-working certificates under Minimum age, above.

Hazardous occupations prohibited

Under 16 in a fairly comprehensive list of hazardous occupations.

Under 18 underground in mines.

Under 18 in occupations or grade processes declared by the State Commissioner of Labor to be a menace to the physical safety or harmful to health or future working efficiency of such minors.

Status of illegally employed minors under the Workmen's Compensation Act

Illegally employed minors are covered by the compensation act and double compensation is provided in case of injury to children under 14 employed in violation of the labor law and to children between 14 and 16 employed without a certificate or at a prohibited occupation. In addition the law reserves to a minor under 16 the right to sue his employer for any injury due to the employer's negligence.

Full-time school attendance

Required of children between 7 and 16 for the entire session, except those -

14 who have completed the 8th grade, have been granted an age-and-schooling certificate, and are regularly and lawfully employed;

15 who have completed the 6th grade or an approved educational program in lieu thereof, have been granted an age-and-schooling certificate, and are regularly and lawfully employed;

Physically or mentally incapacitated.

Continuation-school attendance

Required of children between 14 and 16 regularly and lawfully employed on certificate, or temporarily unemployed. Attendance required 6 hours per week for 36 weeks per year for employed children, 20 hours per week (or attendance at regular day school) for unemployed between 8 a.m. and 5 p.m. on school days. Hours of attendance must be counted as part of the working week.

Continuation schools must be established in school districts having 20 employed children between 14 and 16 to whom employment certificates have been issued.



## STATE CHILD-LABOR STANDARDS

N E W M E X I C O

July 1, 1938

Minimum age

- 14, in any gainful occupation during school hours.  
 14, in any manufacturing establishment, factory or workshop, hotel, laundry, theatre, concert hall, place of amusement, bowling alley, passenger or freight elevator, or as a messenger or driver therefor.

Employment certificates

Regular certificates: Required for employment of children between 14 and 16 in any gainful occupation during school hours, and for employment of children under 14 at any time, except children working for parents or guardians on premises owned or occupied by them. Certificate of physical fitness optional with issuing officer. Evidence of economic necessity required. No grade or educational requirement.

Age certificates: No provision.

Issued by: Local public-school officials.

Hours

8-hour day, 44-hour week, for children under 16 in any gainful occupation except children working for parents or guardians on premises or land owned or occupied by them. Work may be permitted up to 48 hours a week under special circumstances to be determined by the officer issuing employment certificates.

8-hour day, 48-hour week, 6-day week, for females in any industrial or mercantile establishment, hotel, restaurant, cafe, eating house, laundry, or in any office as a stenographer, clerk, bookkeeper, or in any other clerical position, or by any public-utility business. Overtime work is permitted in emergency cases up to 50 hours in a 6-day week if time and one-half is paid, but this provision does not apply to telephone and telegraph offices (see below). Exemptions: hospitals, sanitariums, registered or practical nurses, midwives, domestic servants, and females engaged in interstate commerce where hours of labor are governed by any Act of Congress; cases of extreme emergency resulting from fire, flood, storm, epidemic of sickness or any other extreme emergency that could not have been reasonably contemplated.

8-hour day, 48-hour week, 7-day week (54-hour week if work is between 10 p.m. and 7 a.m.) for females in telephone and telegraph offices where 6 or more persons are employed, except in extreme emergencies resulting from fire, flood, storm, epidemic of sickness, or any other extreme emergency that could not have been reasonably contemplated.

Night work

Prohibited from 7 p.m. to 7 a.m. for children under 16 in any gainful occupation, except children working for parents or guardians on premises or land owned or occupied by them.

Night messenger service prohibited from 8 p.m. to 7 a.m. for boys under 16.  
 (Messenger work entirely prohibited for girls under 21.)

Street trades

No provision.

Hazardous occupations prohibited

Under 16 in a fairly comprehensive list of hazardous occupations.

Under 18 in any mine or quarry underground or any place where explosives are used. Officer issuing employment certificates has implied authority to refuse to issue permits for hazardous work.

Status of illegally employed minors under the Workmen's Compensation Act

Illegally employed minors 14 years of age and over are covered by the compensation act and receive the same compensation as if legally employed. Act does not apply to children under 14.

Full-time school attendance

Required of children between 6 and 17 for the entire term, except those -  
 Physically or mentally unfit or incompetent;  
 Who reside more than 3 miles from public school if free transportation is not furnished;  
 14 who have employment certificates.

Continuation-school attendance

Required of children between 14 and 16 to whom employment certificates have been issued, for 5 hours a week and not less than 150 hours per year, between 8 a.m. and 6 p.m.

Continuation schools must be established in districts in which 15 employment certificates have been issued to children between 14 and 16, unless district is released from such requirement by State superintendent of public instruction.



## STATE CHILD-LABOR STANDARDS

N E W Y O R K

July 1, 1938

Minimum age

16, in any factory, store, and other specified establishments and occupations or in any business or service except children -  
 14 or over who are high-school graduates;  
 14 or over in vacation and outside school hours, in nonfactory work;  
 15 incapable of profiting by further instruction, in nonfactory work;  
 12 or over, working for parents outside school hours in farm service or other outdoor work not connected with factory, store, or other business establishment.  
 16, in industrial home work.

Employment certificates

Regular certificates: Required for employment of children under 18 in any employment except: children 12 or over outside school hours in farm service or outdoor work for parents, or 16 or over on farm. Certificate of physical fitness required. No grade requirement; minimum age for work during school hours is 16.  
 Age certificates: Issued upon request to minors 18 years of age or over.  
 Issued by: Local public-school officials.

Hours

8-hour day, 44-hour week, 6-day week, for children under 16 in any factory, cannery, mercantile establishment, business or telegraph office, restaurant, hotel, apartment house, bowling alley, barber shop, beauty parlor or shoe-polishing establishment, in the distribution or transmission of merchandise, articles, or messages, or in the sale of articles.  
 8-hour day, 48-hour week, 6-day week, for boys between 16 and 18 in any factory, cannery, hotel, restaurant, beauty parlor, or mercantile establishment or in the distribution or transmission of merchandise or articles (but not newspapers), except 10 hours may be worked on 1 day per week and 9 hours on 1 or more of the remaining days in order to make a holiday or a short work day of not more than  $4\frac{1}{2}$  hours on 1 day per week. Work in or in connection with mercantile establishments or in the distribution or transmission of merchandise or articles is exempt from December 18 to 24, inclusive, and for two days additional at any time during the year for stock taking, and work in canning or preserving perishable products in fruit and cannery establishments [sic] is exempt June 15 to October 15.  
 8-hour day, 48-hour week, 6-day week, for females 16 and over in any factory, cannery, or mercantile establishment, beauty parlor, hotel or restaurant, with the following exceptions. In order to make a holiday or a short work day of not more than  $4\frac{1}{2}$  hours on 1 day per week, in any factory, hotel, or restaurant, 10 hours may be worked on 1 day per week and 9 hours on 1 or more of the remaining days; in mercantile establishments and beauty parlors employers may elect 1 of the following schedules: (1) 10 hours on 1 day per week, or (2) 10 hours on any 1 day, 9 hours on any of 4 other days and not more than  $4\frac{1}{2}$  hours on the remaining day, such election not to be changed more than twice a year. Work in mercantile establishments is exempt from December 18 to 24, inclusive, and for 2 additional periods each year for taking inventory, each period to be of not more than 1 week's duration and not to exceed a total of 5 or 6 hours depending upon schedule under which employer is operating. Beauty parlors in cities and villages of less than 15,000 are exempt. Certain exemptions are also provided for females 18 and over in canning or preserving perishable products in fruit and cannery establishments [sic] June 15 to October 15. Writers and reporters in newspaper offices and licensed pharmacists are exempt from the 6-day week.

Night work

Prohibited from 5 p.m. to 8 a.m. for children under 16 in any factory or cannery and from 6 p.m. to 8 a.m. for children under 16 in any mercantile or other establishment or occupation for which an 8-hour day and 44-hour week is fixed.  
 Prohibited from 12 midnight to 6 a.m. for boys between 16 and 18 in the establishments and occupations for which an 8-hour day and 48-hour week is fixed for boys of this age, except from December 18 to 24, inclusive, and for 2 days additional at any time during the year for stock taking in or in connection with mercantile establishments or in the distribution or transmission of merchandise or articles.  
 Night messenger service prohibited from 10 p.m. to 5 a.m. for boys under 21 in any city. (Messenger work entirely prohibited for girls under 21.)  
 Prohibited from 9 p.m. to 6 a.m. for girls between 16 and 21 in any factory or cannery.  
 Prohibited from 10 p.m. to 6 a.m. for girls under 21 in restaurants and hotels, except girls employed solely as singers and performers or employed in resorts or seasonal hotels and restaurants in rural communities and in cities and villages having a population of less than 15,000.  
 Prohibited from 10 p.m. to 7 a.m. for all females in mercantile establishments and beauty parlors, except in mercantile establishments from December 18 to 24, inclusive, and during stock-taking periods described under the 8-hour day for females, and except writers and reporters in newspaper offices, and licensed pharmacists.

Street trades

Minimum age: Boys 12, girls 18.  
 Badges required for boys between 12 and 17.  
 Work prohibited for boys under 17 from 7 p.m. to 6 a.m., or during the time they are required to attend school.  
 Law applies to any city of 20,000 or over and, if the board of education so determines, to any other city and any union free-school district having a population of 4,500 or more. School authorities in cities of 20,000 population or over have power to regulate further the work of boys under 18.

Hazardous occupations prohibited

Under 16 in specified hazardous occupations. See also Minimum age 16, above.  
 Under 18 in a limited list of hazardous occupations.  
 Under 18 in occupations declared hazardous by the Industrial Board.

Status of illegally employed minors under the Workmen's Compensation Act

Illegally employed minors are covered by the compensation act and double compensation is provided if such minors are under 18 years of age.

Full-time school attendance

Required of children between 7 and 16 for entire session, not to be less than 190 days, except those -  
 Who are high-school graduates;  
 14 or over lawfully employed on employment certificates;  
 Physically or mentally incapacitated.  
 Compulsory school-attendance age may be extended to 17 by local board of education in any city or in any union free-school district having more than 4,500 inhabitants and employing a superintendent of schools.

Continuation-school attendance

Required of minors between 16 and 17 years of age, employed or not attending full-time school, in cities of 20,000 or more and in school districts having 200 or more employed minors under 17, except those -  
 Who are high-school graduates;  
 Physically or mentally incapacitated.  
 Attendance required for not less than 4 nor more than 8 hours per week (20 if temporarily unemployed) between 8 a.m. and 5 p.m. (on Saturdays between 8 a.m. and 12 noon).  
 Continuation schools must be established in cities and school districts in which attendance is required as specified above. Other places may establish such schools and may require attendance.



## STATE CHILD-LABOR STANDARDS

NORTH CAROLINA

July 1, 1938

Minimum age

16, in any factory at any time or in any gainful occupation during school hours.

14, in nonfactory employment outside school hours.

Exemption: Farm work and domestic work performed under the direction or authority of minor's parent or guardian are exempt from all provisions of the child-labor law.

Employment certificates

Regular certificates: Required for employment of minors under 18 in any gainful occupation. (See exemption under Minimum age, above.) Physician's certificate of physical fitness required. No educational requirement, but school record required. Issuing officer may refuse to issue certificate if best interest of minor will be served by such refusal.

Age certificates: Issued upon request for minors between 18 and 21.

Issued by: County or city superintendent of public welfare under conditions prescribed by State department of labor.

Hours (See exemption under Minimum age, above.)

8-hour day, 40-hour week and 6-day week, for children under 16 in any gainful occupation.

Combined hours of work and hours in school for children under 16 employed outside school hours shall not exceed 8 a day.

9-hour day, 48-hour week and 6-day week, for children between 16 and 18 in any gainful occupation. Telegraph messenger boys are excepted from the 6-day week in towns where a full-time service is not maintained on Sunday, and may work 7 days a week but not more than 2 hours on Sunday.

Night work (See exemption under Minimum age, above.)

Prohibited from 6 p.m. to 7 a.m. for minors under 16 in any gainful occupation.

Prohibited for boys between 16 and 18 from 12 midnight to 6 a.m. in any gainful occupation, except work until 1 a.m. as messengers. (Employment of girls under 18 as messengers entirely prohibited.)

Prohibited for girls between 16 and 18 from 9 p.m. to 6 a.m. in any gainful occupation.

Street trades

Minimum age: Girls, 18; boys, 14; distributing, selling, exposing or offering for sale newspapers, magazines, periodicals, candies, drinks, peanuts, or other merchandise, or working as bootblack, in any street or public place, except boys 12 or over employed outside school hours on certificate from department of labor in the sale or distribution of newspapers, magazines, or periodicals where not more than 75 customers are served in 1 day.

## Hours:

4-hour day, 10-hour week, for boys between 12 and 14 attending school and working outside school hours in sale or distribution of newspapers, magazines or periodicals to not more than 75 customers in any 1 day.

8-hour day (including time spent in school), 40-hour week, 6-day week, for boys between 14 and 18 in any of the street trades for which the minimum age is 14, except that boys distributing newspapers, magazines, or periodicals on fixed routes may work 7 days a week between 5 a.m. and 8 p.m. for not more than 4 hours a day, 24 hours a week.

## Night work:

Prohibited from 7 p.m. to 6 a.m. for boys between 12 and 14 attending school and working outside school hours in sale or distribution of newspapers, magazines or periodicals to not more than 75 customers in any 1 day.

Prohibited from 7 p.m. to 6 a.m. for boys between 14 and 16 and from 12 midnight to 6 a.m. for boys between 16 and 18 in any of the street trades for which the minimum age is 14, except that boys distributing newspapers, magazines, or periodicals 7 days a week on fixed routes are prohibited from work from 8 p.m. to 5 a.m.

Employment certificates: Required for all boys under 18. Where the relationship of employer and employee does not exist between the minor and the supplier of the merchandise which the minor sells, parents or guardians are required to obtain an employment certificate.

Hazardous occupations prohibited

Under 16 in a comprehensive list of specified hazardous occupations, including all work on or in connection with power-driven machinery. (See also Minimum age 16, above.)

Under 18 in a limited list of hazardous occupations.

Under 18 in any place of employment or occupation declared hazardous by the department of labor.

Status of illegally employed minors under the Workmen's Compensation Act

Illegally employed minors are covered by the compensation act and receive the same compensation as if legally employed.

Full-time school attendance

Required of children between 7 and 14 for entire session, except those -

Excused temporarily because of sickness, distance of residence from school, or other unavoidable cause which does not constitute truancy. (State board of education is authorized to define truancy, prescribe legitimate excuses for nonattendance because of physical or mental inability, and determine under what conditions children may be excused because of demands of farm and home in certain seasons.)

Continuation-school attendance

No provision.



## STATE CHILD-LABOR STANDARDS

NORTH DAKOTA

July 1, 1938

Minimum age

14, in any business or service whatever during school hours.

14, at any time in any factory, workshop, mercantile establishment, store, business office, telegraph office, restaurant, hotel, apartment house, or in the distribution or transmission of merchandise or messages.

Employment certificates

Regular certificates: Required for employment of children between 14 and 16 in any factory, workshop, or mercantile establishment. Physician's certificate of physical fitness not required. Completion of 8th grade or school attendance for at least 9 years required.

Age certificates: No provision.

Issued by: Local public-school officials.

Hours

8-hour day, 48-hour week and 6-day week, for children under 16 and minors between 16 and 18 years of age in any occupation except domestic service and farm labor.

Night work

Prohibited from 7 p.m. to 7 a.m. for children under 16 in any occupation except domestic service and farm labor.

Street trades

No provision.

Hazardous occupations prohibited

Under 16 in a limited number of hazardous occupations.

The Commissioner of Agriculture and Labor has power to determine conditions of labor for women and for minors under 18 in any occupation except agriculture or domestic service.

State Board of Administration is authorized to determine conditions of labor for minors and to prohibit their employment in any hazardous occupation. (Minor is defined as boy under 21, girl under 18.)

Status of illegally employed minors under the Workmen's Compensation Act

Illegally employed minors are covered by the compensation act and receive the same compensation as if legally employed; in addition law specifically permits employer to be sued for damages in such cases.

Full-time school attendance

Required of children between 7 and 17 during the entire session, except those who have completed the 8th grade;

Whose work is actually necessary for support of family as determined by the school board with the approval of the county superintendent;

Living more than 6 miles from nearest school if transportation is not furnished;

Physically or mentally incapacitated;

Who are sent for a period not exceeding 6 months (in 1 or more years) to any parochial school to prepare for religious duties.

Continuation-school attendance

No provision.



## STATE CHILD-LABOR STANDARDS

O H I O

July 1, 1938

Minimum age

16, in any occupation during school hours, except children who are high-school graduates.  
 16, in any mill, factory, workshop, oil well or pumping station, cannery, bottling or preserving establishment, mercantile or mechanical establishment, tenement house, garment making or dressmaking or millinery establishment or workroom, store, office, office building, laboratory, restaurant, hotel, boarding or apartment house, bakery, barber shop, boothblack stand or establishment, public stable, garage, laundry, club, or as drivers or chauffeurs, or in any coal yard, or brick, lumber or building materials yard, or in the construction or repair of buildings, or in the transportation of merchandise, except children -

Employed in "irregular service" outside school hours (such service shall be interpreted to mean work for not more than 4 hours a day or 24 hours a week which is not forbidden by any Federal child-labor law and does not involve confinement or continuous physical strain, and which is interrupted by rest or recreation periods);

Adjudged incapable of profiting by further school instruction (but such children cannot be employed under 14 in the previously listed occupations except in "irregular service," as previously defined);

Who are high-school graduates;

14 during vacation and outside school hours.

Employment certificates

Regular certificates: Required for employment of children between 16 and 18 during school hours and for children between 14 and 18 outside school hours, in occupations named under Minimum age, above. Physician's certificate of physical fitness required.

Completion of 7th grade required for employment during school hours.

Age certificates: Issued upon request to minors 18 and over.

Issued by: Local public-school officials.

Hours

8-hour day, 48-hour week, 6-day week, in establishments and occupations named under Minimum age, above, for boys under 18 and girls under 21, except that in mercantile establishments boys between 16 and 18 and girls between 16 and 21 may be employed 10 hours on Saturday and on 1 day preceding each of 5 specified holidays, and except that in manufacturing establishments females may not be employed more than 45 hours a week.

9-hour day for school and work combined for children under 16.

4-hour day for children under 14 employed outside school hours.

Night work

Prohibited in establishments and occupations named under Minimum age, above, from 6 p.m. to 7 a.m. for boys under 16 and girls under 18.

Prohibited from 10 p.m. to 6 a.m. for boys between 16 and 18, and for girls between 18 and 21. Night messenger service prohibited from 9 p.m. to 6 a.m. for boys between 16 and 18. (Messenger work entirely prohibited for girls under 21 and boys under 16.)

Street trades

No provision.

Hazardous occupations prohibited

Under 16 in a comprehensive list of hazardous occupations. (See also prohibition of all employment of children under 16 during school hours, under Minimum age, above.)

Under 18 in a fairly comprehensive list of hazardous occupations.

Under 18 in occupations declared hazardous by the State board of health.

Status of illegally employed minors under the Workmen's Compensation Act

Illegally employed minors are covered by the compensation act and receive the same compensation as if legally employed.

Full-time school attendance

Required of children between 6 and 18 for the entire session (in no case to be less than 32 weeks) except those -

Employed on certificate;

Who are high-school graduates;

Physically or mentally incapacitated;

14, excused for a limited period to perform necessary work for parents;

Determined incapable of profiting substantially by further instruction.

Continuation-school attendance

Required of employed minors between 16 and 18 for not less than 4 hours per week while school is in session and not less than 144 hours per year, between 7 a.m. and 6 p.m. on school days, except children exempt from full-time school attendance for causes other than employment.

Establishment of continuation school not mandatory, but if established minors must attend.



## STATE CHILD-LABOR STANDARDS

O K L A H O M A

July 1, 1938

Minimum age

14, in any factory, factory workshop, bowling alley, pool hall, or steam laundry.

Employment certificates

Regular certificates: Required for employment of children under 16 (18 in places where continuation schools are established) in any occupation specified under Minimum age, above. Physician's certificate of physical fitness may be required by officer issuing certificate. No grade requirement; ability to read and write simple sentences in English, or attendance at school during previous year, is required.

Age certificates: No provision.

Issued by: Local public-school officials.

Hours

8-hour day, 48-hour week, for children under 16 in any gainful occupation, except in agriculture or domestic service.

9-hour day, 54-hour week, for females in any manufacturing, mechanical or mercantile establishment, laundry, bakery, hotel or restaurant, office building or warehouse, telegraph or telephone establishment or office, printing establishment, bookbindery, or any other establishment employing any female, except registered pharmacists; nurses; those engaged in agriculture or domestic service; telephone operators in time of great disaster, if double time is paid; and except that 10 hours per day is permitted in hotels and restaurants in cases of emergency if double time is paid. Law does not apply to establishments employing less than 5 females in places of less than 5,000 population. Orders 1 to 9 of the Industrial Welfare Commission determine maximum hours that vary, according to the population of the locality, from 8 to 11 per day and 48 to 62 per week for work of females, males, or all employees, in a number of establishments and occupations, including mercantile establishments, hotels, restaurants, laundries, and drug stores.

Night work

Prohibited from 6 p.m. to 7 a.m. for boys under 16 and girls under 18 in any occupation specified under Minimum age, above.

Street trades

Minimum age: Boys or girls 15 for selling on street or any outdoor public place (by ruling): girls 16 for selling newspapers or periodicals in any city.

Hazardous occupations prohibited

Under 16 in a limited number of hazardous occupations.

Under 15 in any occupation declared hazardous by the Commissioner of

Labor (a few occupations have been prohibited under this power). Industrial Welfare Commission has power to determine conditions of labor for minors under 18.

Status of illegally employed minors under the Workmen's Compensation Act  
Illegally employed minors are excluded from the compensation act.Full-time school attendance

Required of children between 7 and 18 for the entire term district schools are in session, except those -

Who are prevented by physical or mental disability;

16 who have completed the 8th grade and are regularly and lawfully employed;

16 who have completed the full course of instruction provided by the public school of the district in which they reside.

Continuation-school attendance

Required of employed minors between 16 and 18 whenever part-time or continuation-school is established in district in which such minors are employed, for 144 hours per year, except those who have completed common-school course plus two years of high school.

Continuation schools must be established in districts where 20 minors between 16 and 18 are employed.



## STATE CHILD-LABOR STANDARDS

O R E G O N

July 1, 1938

Minimum age

14, at any work during school term.  
 14, in any factory, workshop, mercantile establishment, store, business office, restaurant, bakery, hotel or apartment house; except children 12 during school vacation of more than 2 weeks in nonharmful work.

Employment certificates

Regular certificates: Required for children between 14 and 16 in any factory, workshop, mercantile establishment, store, business office, restaurant, bakery, hotel or apartment house and, under continuation-school law, of children between 14 and 18 in any occupation.  
 Physician's certificate of physical fitness may be required. Completion of 8th grade required (by ruling) for children under 16.

Age certificates: No provision.

Issued by: State Welfare Commission or its agent.

Hours

8-hour day, 44-hour week, 6-day week, for minors under 18 in any occupation.

Night work

Prohibited from 6 p.m. to 7 a.m. for children under 16 in any occupation.  
 Night messenger service prohibited from 10 p.m. to 5 a.m. for boys between 16 and 18. (Messenger work entirely prohibited for boys under 16 and girls under 18.)

Street trades

No provision.

Hazardous occupations prohibited

Under 16 in a few hazardous occupations.

Under 18 in a few hazardous occupations.

The State Welfare Commission is authorized to determine conditions of labor for minors under 18, and all females; as certificate-issuing authority this body or its agent must certify that child is physically able to perform intended work; under these powers a number of occupations have been prohibited for minors under 16 and under 18.

Status of illegally employed minors under the Workmen's Compensation Act

Illegally employed minors are covered by the compensation act and receive the same compensation as if legally employed. In addition, in case of a minor who is injured while employed "under the age permitted by law" the employer may be required to pay into the State Accident Fund 25 per cent of the amount of compensation payable, but not to exceed \$500.

Full-time school attendance

Required of children between 7 and 16 (extended to 18 by continuation-school law) for entire session, except those -

14 and legally employed;

Who have completed the 8th grade;

Physically or mentally incapacitated;

Between 8 and 10 living further than  $1\frac{1}{2}$  miles and over 10 living more than 3 miles by the nearest traveled road from a public school if free transportation is not furnished;

Excused for religious instruction (not more than 2 hours per week).

Continuation-school attendance

Required of employed children between 16 and 18 for not less than 5 hours a week or 180 hours a year between 8 a.m. and 6 p.m., except those who have completed the 8th grade and those who are attending an evening school for an equivalent time.

Continuation schools must be established by school districts in which there reside or are employed, or both, 15 employed children between 14 and 18, unless district is excused by the State Superintendent of Public Instruction.



## STATE CHILD-LABOR STANDARDS

P E N N S Y L V A N I A

July 1, 1938

Minimum age

- 16, in any manufacturing or mechanical occupation or process at any time, or in any establishment or occupation during school hours.  
 14, in any establishment or occupation outside school hours (except a manufacturing or mechanical occupation or process).  
 Farm work and domestic service in private homes exempted from the above provisions.  
 16, in industrial home work.

Employment certificates

Regular certificates: Required for employment of children between 14 and 18 outside school hours and between 16 and 18 during school hours in any establishment or occupation except farm work or domestic service in private homes. Special farm or domestic-service permit required for employment of minors between 15 and 18 in farm work or domestic service in private home during school hours. Physician's certificate of physical fitness required.

Age certificates: Issued upon request to minors between 18 and 21 years of age.

Issued by: Local public-school officials.

Hours

8-hour day, 44-hour week, and 6-day week, for children under 18 in any establishment or occupation except in farm work or domestic service in private homes, and except telegraph messenger boys in offices where only one such minor is employed, for whom a maximum 9-hour day, 51-hour week and 6-day week is allowed.

9-hour day, 51-hour week, for boys 14 or over employed in the distribution of newspapers, magazines, periodicals, or other publications.

Basic 5½-day week for females and for all employees in any occupation, except in agriculture and certain other specified work. Other exemptions may be authorized by Department of Labor and Industry with approval of the Industrial Board.

Hours spent in school shall be considered as part of the working day or working week for minors under 16.

Night work

Prohibited for children under 16 from 7 p.m. to 7 a.m. in any establishment or occupation except farm work or domestic service in private homes.

Prohibited from 9 p.m. to 6 a.m. for girls under 21 in any establishment or occupation except agricultural field occupations, domestic service in private homes, females in orphans' homes and industrial schools, nurses in hospitals, and except girls 18 and over working as telephone operators.

Night messenger service prohibited from 8 p.m. to 6 a.m. for minors under 21. (Public messenger service prohibited entirely for girls under 18.)

Street trades

Minimum age: Boys 12 for independent selling or distribution of newspapers or other articles; 14 for other street trades; girls 21.

Badge system: None, but employment certificate is required for boys under 16 employed in the distribution or sale of newspapers, magazines, periodicals, or other publications and for boys under 18 employed in any other street trade.

Night work prohibited from 7 p.m. to 7 a.m. for boys between 12 and 14, and from 8 p.m. to 6 a.m. for boys between 14 and 16 years of age.

Hazardous occupations prohibited

Under 16 in any manufacturing or mechanical occupation or process, and in other specified hazardous occupations.

Under 18 in a fairly comprehensive list of hazardous occupations.

The Secretary of Labor and Industry, on recommendation of the Industrial Board, has power to declare occupations hazardous for minors under 18 and to prohibit employment therein.

Status of illegally employed minors under the Workmen's Compensation Act

Illegally employed minors are covered by the compensation act and double compensation is provided in case of injury to such minors under 18.

Full-time school attendance

Required of children between 8 and 17 (18, beginning school year 1939-40) for entire session, except those -

Excused because they are prevented from attendance or study by mental, physical, or other urgent reasons (urgent reasons to be strictly construed);

16 who are high-school graduates;

Between 16 and 18 years regularly engaged in useful and lawful employment or service and holding employment certificates;

Between 16 and 18 years, who have been examined by an approved mental clinic or by a person certified as a public-school psychologist or psychological examiner and have been found to be unable to profit from further school attendance and who have been reported to the board of school directors and excused in accordance with regulations prescribed by the State council of education;

Between 15 and 18 engaged in farm work or domestic service in private homes on special permits issued by school board or the designated school official of the school district of child's residence in accordance with regulations of the superintendent of public instruction;

Living more than 2 miles by the nearest public highway from a public school if free transportation is not furnished;

Who prior to the effective date of this act have left school and are legally employed.

Continuation-school attendance

No provision.



## STATE CHILD-LABOR STANDARDS

P U E R T O , R I C O

July 1, 1938

Minimum age

14, in any gainful occupation except in domestic work and work in gardens and on experimental farms.

Employment certificates

Regular certificates: Required for employment during school term of children between 14 and 16 in any gainful occupation, except domestic work, and work in gardens and on experimental farms and except in case of orphan children or children who depend on their work for their support; children whose parents are physically disabled and depend only upon their work for a living. Physician's certificate of physical fitness required.

Completion of 5th grade (4th grade in rural schools) required.

Note: For employment of orphan children or children whose work is needed for support, special certificate from Commissioner of Labor is required stating the existence of such need and authorizing child's employment.

Age certificates: Issued on request to children 16 and over.

Issued by: Commissioner of Labor.

Hours

8-hour day, 48-hour week, 6-day week, for children under 16 in any gainful occupation except in domestic work, and work in gardens and on experimental farms.

Night work

Prohibited from 6 p.m. to 8 a.m. for children under 16 in any gainful occupation, except in domestic work, and work in gardens and on experimental farms.

Night messenger service prohibited for boys under 16 from 10 p.m. to 5 a.m. (Messenger work entirely prohibited for girls under 16.)

Street trades

No provision.

Hazardous occupations prohibited

Under 16 in any quarry, tunnel, excavation, tobacco warehouse or cigar or other factory where tobacco is manufactured, or in tobacco stripping and sorting shops, or in blacksmith shops, silvering of mirrors, making bread "outside regular hours," in perfume and medicine factories in which poisonous substances are used, pearl factories, in shop for the polishing of diamonds.

Under 16 for girls in any retail cigar or tobacco store, hotel or boarding house.

Under 18 in smelters, tanneries, washing and ironing clothes of persons affected with contagious diseases, acid and fertilizer factories, stone crushers, sawmills, sugar centrals (work having to do with machinery), places in pearl factories where work is done with nitric acid and polishing with amil acetate.

Under 16 and under 21 in occupations declared hazardous by the Commissioner of Health.

Status of illegally employed minors under the Workmen's Compensation Act

Illegally employed minors are covered by the compensation act and receive the same compensation as if legally employed.

Full-time school attendance

Required of children between 8 and 14 for entire session, except those - 14 and actually, regularly, and lawfully employed on employment certificate; For whom there is no room available in the public schools; Excused because mentally or physically unfit to attend, (but they must attend ungraded class if provided); Excused for not more than two weeks for reason assigned as lawful by the regulations of the Department of Education.

Continuation-school attendance

No provision.



## STATE CHILD-LABOR STANDARDS

R H O D E I S L A N D

July 1, 1938

Minimum age

- 16, in any factory or manufacturing or mechanical establishment.  
 16, during school hours in any business establishment whatever the business conducted.  
 16, in industrial home work.  
 14, during vacation and outside school hours in nonmanufacturing and non-mechanical establishments.  
 Agricultural and domestic services are exempted from the above provisions.

Employment certificates

Regular certificates: None required for minors 16 and 17. Special certificate required for children between 14 and 16 during vacation and outside school hours at any legal employment, but work not permitted in factories, or in manufacturing or mechanical establishments. Agricultural and domestic services are exempted.

Age certificates: No specific provision. In practice issued on request.  
 Issued by: Local public-school officials.

Hours

- 8-hour day, 40-hour week, for children under 16 in any business or mercantile establishment.  
 9-hour day, 48-hour week, for minors between 16 and 18 years of age and all females in any factory, manufacturing, mechanical, business, or mercantile establishment. A 9 3/5-hour day is permitted to make a 5-day week. Women working by shifts during different periods or parts of the day in the employ of a public utility are exempt.

Night work prohibited

From 6 p.m. to 6 a.m. for children under 16 in any business establishment, except in household service or in agricultural pursuits.  
 Night messenger service prohibited from 10 p.m. to 5 a.m. for persons under 21.

Street trades

Minimum age: Boys 12, girls 16.  
 Badges: Required for boys between 12 and 16.  
 Work prohibited for boys between 12 and 16 from 9 p.m. to 5 a.m. or during school hours.  
 Law applies only to cities of over 40,000 population.

Hazardous occupations prohibited

Under 16 in specified hazardous occupations. See also Minimum age 16, above.  
 Under 18 in charge or operation of any passenger elevator.  
 Under 16 in occupations declared hazardous by the State Board of Health.

Status of illegally employed minors under the Workmen's Compensation Act

Illegally employed minors are covered by the compensation act, and double compensation is payable in case of injury while illegally employed.

Full-time school attendance

Required of children between 7 and 16 during entire session, except those -  
 Physically or mentally incapacitated;  
 Excluded by virtue of some general law or regulation.

Continuation-school attendance

No provision.



## STATE CHILD-LABOR STANDARDS

July 1, 1938

SOUTH CAROLINAMinimum age

16, in any factory, mine, or textile establishment.

16, in any gainful occupation, except -

Outside school hours and during vacation in work other than in a factory, mine, or textile establishment or at an occupation otherwise prohibited by law;

Work in domestic service, in private homes, or in farm work.

14, in work outside school hours and during vacation as messenger for any telegraph, telephone or messenger company in the distribution or delivery of goods or messages in cities of 5,000 population or over.

Employment certificates

Regular certificates: No provision. (The employment-certificate requirement found in law prior to 1937 applied only to children between 14 and 16 in factories, mines, and textile establishments, for work in which present law fixes a minimum age of 16.)

Age certificates: No provision.

Hours

8-hour day, 40-hour week, 5-day week, for all employees working inside or outside any silk, rayon, cotton or woolen mill, except office and supervisory staff, engineers, firemen, watchmen, shipping and outside crews, repair-shop crews, carpenters, mechanics and electricians; time lost on account of accident or other unavoidable cause may be made up to the extent of 30 hours in any quarter of any calendar year, but such time must be made up in the quarter year in which lost. This law will become inoperative May 1, 1939, unless Congress prior thereto shall enact similar laws limiting hours to 40 per week in the establishments specified.

8-hour day, 40-hour week, for females in garment factories, and 48-hour week for all employees in finishing, dyeing and bleaching plants, except females in executive positions. This law will become inoperative May 1, 1939, unless prior thereto Congress shall enact similar laws limiting hours of labor in garment factories to 40 hours per week or less and in finishing, dyeing and bleaching plants to 48 hours per week or less.

Sunday work prohibited for women and children in mercantile or manufacturing establishments.

12-hour day, 56-hour week, for all employees (1) in bleacheries or dye plants and other manufacturing establishments; (2) in places of 2500 population and over, in any mercantile establishment, laundry, dry-cleaning establishment, bakery, mine, or quarry; and (3) in places of 3,000 population and over in any restaurant or public eating place.

Exemptions: Persons employed in bona fide executive positions or in the learned professions, including prescription clerks in drug stores, or in the nursing profession; the office force and truck drivers of laundries; cotton, silk, rayon, and woolen mills; hotels and eating places connected therewith; building trades; printing establishments; retail liquor stores; ice plants; cotton gins; oil mills; saw mills; planing mills; logging; turpentine industry; kaolin industry; agricultural occupations; canning fruits, vegetables or other farm products; shrimp and fish and oyster business, including shucking, canning and gathering of oysters, fish and shrimp; gold mining; or any domestic labor in private homes. During the Christmas period and the period of taking inventory, longer hours may be worked, upon permission from the Commissioner of Labor, for not to exceed 30 days in each calendar year, provided time and a half is paid for overtime.

Night work

Prohibited from 8 p.m. to 5 a.m. for children under 16 in any occupation except work in domestic service, in private homes, or in farm work. (See under Minimum age, above, for 16-year minimum for factory, mine, or textile establishment.)

Prohibited from 10 p.m. to 6 a.m. for minors under 18 in any occupation.

Night messenger service prohibited from 10 p.m. to 5 a.m. for minors under 18 in cities of 5,000 and over.

Street trades

No provision.

Hazardous occupations prohibited

See Minimum age 16, above.

Status of illegally employed minors under the Workmen's Compensation Act

Illegally employed minors are covered by the compensation act and receive the same compensation as if legally employed.

Full-time school attendance

Required of children between 7 and 16 whose parents are financially able to send them to school, for the entire term, except those -

Who have completed the 10th grade in State accredited high school;

Who are exempt under the child-labor law (child-labor law exempts children at work in domestic service, in private homes, or in farm work);

Attendance not required of children gainfully employed whose employment is essential to their actual livelihood or that of their parents or guardians. (Such cases must be investigated by attendance teacher and a determination made by a board of inquiry, consisting of the district school trustees and county superintendent of education, as to whether children shall be required to attend school.)

Books must be furnished by school authorities to children who are unable to procure them and if suitable clothing is lacking and cannot be provided by parents or guardians, this fact must be reported to local social and civic organizations for appropriate action.

Continuation-school attendance

No provision.



## STATE CHILD-LABOR STANDARDS

SOUTH DAKOTA

July 1, 1938

Minimum age

14, in any factory, workshop or mine, or during school hours in mercantile establishments, except employment within certain hours may be permitted where necessary for the support of child or his family.

Employment certificates

Regular certificates: Required of children under 16 in any factory, workshop, mine, or mercantile establishment. Physician's certificate of physical fitness not required. No grade requirement but child must be able to read at sight and write simple English sentences, or must have attended school regularly during the past 12 months, or must have been lawfully excused therefrom.

Age certificates: No provision.

Issued by: Local public-school officials.

Hours

10-hour day, 54-hour week, for children under 16, or girls or women in any occupation (12-hour day permitted 5 days before Christmas). Telegraph and telephone operators, domestic servants, farm laborers or persons engaged in care of livestock are exempted.

Night work

Prohibited after 7 p.m. for children under 14 in mercantile establishments.

Street trades

No provision.

Hazardous occupations prohibited

Under 16 in any hazardous occupation.

Status of illegally employed minors under the Workmen's Compensation Act

Illegally employed minors are excluded from the compensation act.

Full-time school attendance

Required of children between 8 and 17 for the entire session, except those -  
 Physically or mentally incapacitated;  
 Who have completed the 8th grade;  
 Who have completed the 6th grade and whose assistance is needed at home may be excused between April 1 and November 1 for not to exceed 40 school days;  
 Excused to receive religious instruction;  
 Excused because of serious illness in their immediate families making their presence at home necessary or their presence at school a menace to the health of other pupils.

Continuation-school attendance

No provision.



## STATE CHILD-LABOR STANDARDS

TENNESSEE

July 1, 1938

Minimum age

- 14, at any time in any mill, factory, workshop, cannery, laundry, telegraph or telephone office, or in the distribution or transmission of merchandise or messages, except in fruit and vegetable canneries outside school hours. (Interpreted to apply to all establishments where labor is employed.)
- 14, in any business or service whatever that interferes with child's attendance at school during school term.

Employment certificates

Regular certificates: Required for employment of children between 14 and 16 in occupations covered by the minimum-age provision, above. (Not required for work in fruit and vegetable canneries outside school hours.) Physician's certificate of physical fitness required. No grade or educational requirement.

Age certificates: Required for employment of minors 16 or over in occupations covered by the minimum-age provision, above.

Issued by: Local public-school officials.

Hours

8-hour day, 48-hour week, 6-day week, for children under 16 in occupations named in first paragraph under Minimum age, above. (Fruit and vegetable canneries exempted outside school hours.)

10½-hour day, 57-hour week, for females in workshops or factories, i.e., manufacturing, mills, mechanical, electrical, mercantile, art and laundering establishments, printing, telegraph and telephone offices, department stores or any kind of establishment where labor is employed or machinery is used, but if daily hours are as long as 10½ one short day a week must be given. Domestic service and agricultural pursuits and work in fruit and vegetable canneries are exempted.

Night work

Prohibited from 7 p.m. to 6 a.m. for children under 16 in occupations named in first paragraph under Minimum age, above. (Fruit and vegetable canneries exempted outside school hours.)

Night messenger service prohibited between 10 p.m. and 5 a.m. for any minor under 18.

Street trades

No provision.

Hazardous occupations prohibited

Under 16 in a limited list of hazardous occupations.

Status of illegally employed minors under the Workmen's Compensation Act

Illegally employed minors are excluded from the compensation act.

Full-time school attendance

Required of children between 7 and 16 years of age for entire session, except those -

- Who have completed the 8th grade;
- Physically or mentally incapacitated;
- Whose parents or custodians are unable to provide clothing;
- Who live more than 3 miles by the nearest traveled road from school, if free transportation is not provided.

Continuation-school attendance

Required of children between 14 and 16 to whom employment certificates have been issued. Continuation school or classes to be in session for 15 hours a week between 8 a.m. and 6 p.m. during the weeks in which other public schools are maintained.

Establishment of continuation school not compulsory.



## STATE CHILD-LABOR STANDARDS

TEXAS

July 1, 1938

Minimum age

15, in any factory, mill, workshop, laundry, or in messenger service in towns and cities of more than 15,000 population.  
 15, in industrial home work.

Employment certificates

No employment-certificate system for children above the minimum age, i.e. 15. Provision is made for issuance of special permits to children 12 or over in nonharmful employment in cases where child's earnings are necessary for his own or family support (but not in any factory, mill, workshop, place where dangerous machinery is used, or in any mine, quarry, or where explosives are used). To obtain this permit, child must have completed fifth grade and have a certificate of physical fitness. Permit issued by county judge. Agricultural pursuits and domestic service are entirely exempted from the act.

Hours

8-hour day, 48-hour week, for children under 15 in any occupation, except work on farms, ranches, dairies or in other agricultural or stock-raising pursuits, or as nurses, maids, yard servants, or in other work in private homes and families.

11-hour day, 54-hour week, for females in cleaning and pressing establishments.

9-hour day, 54-hour week, for females in any factory, mine, mill, workshop, mechanical or mercantile establishment, laundry, hotel, restaurant, rooming house, barber shop, beauty shop, roadside drink or food-vending establishment, telegraph, telephone, or other office, express or transportation company, or any State institution, or any other establishment, institution or enterprise where females are employed, except stenographers and pharmacists, mercantile establishments and telegraph and telephone companies in rural districts, or in cities, towns or villages of less than 3,000 population, certain employees in private charitable orphanages, and, on payment of double time in cases of extraordinary public emergency or to protect life or property. However, on payment of double time for work in excess of 9 hours per day, a 10-hour day, 60-hour week, is permitted in factories engaged in the manufacture of cotton, woolen or worsted goods or articles of merchandise manufactured out of cotton goods, and an 11-hour day, 54-hour week is permitted in laundries.

11-hour day, 54-hour week, is permitted in cleaning and pressing establishments.

Night work

Prohibited from 10 p.m. to 5 a.m. for children under 15 in any occupation except work on farms, ranches, dairies or other agricultural or stock-raising pursuits, or as nurses, maids, yard servants, or in other work in private homes and families.

Street trades

No provision.

Hazardous occupations prohibited

Under 17 in any mine, quarry, or place where explosives are used.

Status of illegally employed minors under the Workmen's Compensation Act

Illegally employed minors are covered by the compensation act and receive the same compensation as if legally employed.

Full-time school attendance

Required of children between 7 and 16 for not less than 120 days, except those - Physically or mentally incapacitated;  
 12 who have completed the 7th grade and whose services are needed in support of parents or custodians;  
 Excused for temporary absence, such as illness, storm, etc.;  
 Living more than  $2\frac{1}{2}$  miles by direct and traveled road from the nearest public school for children of the same race and color, if no free transportation is furnished;  
 Attending private or parochial schools.

Continuation-school attendance

No provision.



## STATE CHILD-LABOR STANDARDS

July 1, 1938

U T A HMinimum age

16, in any gainful occupation, except children -  
 14 or over outside school hours in (a) domestic service in private homes, (b) mercantile establishments or business offices, (c) caddying, (d) housework or agricultural work in connection with child's home and directly for parent;  
 10 or over outside school hours in selling produce at the home or farm of parent;  
 In any agricultural pursuit upon the farm or elsewhere, or in connection with horticulture or livestock.

Employment certificates

Regular certificates: Required for employment of children under 18 in any occupation except in any agricultural pursuit on the farm or elsewhere or in connection with horticulture or livestock and, outside school hours, in housework and casual work usual to the home of employer (not part of the business or occupation of employer). Physician's certificate of physical fitness may be required in doubtful cases. No grade requirement but children must be 16 to obtain certificates for work during school hours. Certificates may be refused at the discretion of the issuing officer if such issuance will be detrimental "to the best interests" of the minor.

Issued by: Local public-school officials.

Hours

8-hour day, 44-hour week, and 6-day week, for children under 18 in any gainful occupation, except: Housework or agricultural work performed in or in connection with home and directly for parent; harvesting, packing, or canning perishable fruits or vegetables, or making containers for same during the packing season; any agricultural pursuit upon the farm or elsewhere or in connection with horticulture or livestock.

Night work

Prohibited from 6 p.m. to 7 a.m. for girls under 18 and boys under 16 in any gainful occupation, with the same exemptions as shown under Hours, above.

Street trades

Minimum age: Boys 12 in selling newspapers or periodicals; 10 in distribution on fixed residential routes; 14 in other street trades; girls 16.

Badges: Required of boys under 18.

Work prohibited for boys under 16 from 7 p.m. to 6 a.m. or during school hours, except that hours may be altered in special cases.

Hazardous occupations prohibited

Under 16 in connection with power-driven machinery of any kind or in close proximity to such machinery. (See also Minimum age 16, above.)

Under 18 in a few occupations.

Under 18 for girls in messenger service and a few other occupations.

Under 18 in occupations declared hazardous by the Industrial Commission.

Status of illegally employed minors under the Workmen's Compensation Act

Illegally employed minors are covered by the compensation act and double compensation is provided in case of injury to such minors.

Full-time school attendance

Required of children between 8 and 18 for 30 weeks yearly, except those

Who have completed the 8th grade if legally excused to enter employment;

14 or over, whose services are required for support of mother or invalid father if legally excused to enter employment;

16 or over if legally excused to enter employment;

Physically or mentally incapacitated;

Who have completed the work of the senior high school;

Living or employed more than  $2\frac{1}{2}$  miles from school if transportation is not provided;

Who have proper influences and adequate opportunities for education provided in connection with employment.

Continuation-school attendance

Attendance required of children under 18 legally employed, for at least 144 hours a year (classes to be in session 4 hours a week between 8 a.m. and 6 p.m.), except those -

Who have completed work of senior high school;

Physically or mentally incapacitated;

Living or employed more than  $2\frac{1}{2}$  miles from school if transportation is not provided;

Who have proper influences and adequate opportunities for education provided in connection with employment.

Board of education in any district in which there shall reside or be employed not less than 15 employed children is required to establish a continuation school unless excused by the State board of vocational education.



## STATE CHILD-LABOR STANDARDS

V E R M O N T

July 1, 1938

Minimum age

14, in any mill, cannery, workshop, factory or manufacturing establishment, or in any gainful occupation during school hours. The commissioner of industries, with the approval of the Governor, may exempt from the child-labor law for two months a year, a manufacturing establishment or business, whose material and products are perishable and require immediate labor.

Employment certificates

Regular certificates: Required for employment of children under 16 in any gainful occupation during school hours. Physician's certificate of physical fitness required. Completion of 8th grade required (6th for children 15 years of age excused from school attendance for support of dependents or for other sufficient reason). See also possible cannery exemption for 2 months a year under Minimum age, above.

Age certificates: No provision.

Issued by: State Commissioner of Industries.

Hours

8-hour day, 48-hour week, 6-day week, for children under 16 in any occupation except agricultural work or domestic service. See also possible cannery exemption for 2 months a year under Minimum age, above.

9-hour day, 50-hour week, for minors between 16 and 18 and women laboring in any mine, quarry, manufacturing or mechanical establishment, except employers engaged in public service in cases of extraordinary emergency or extraordinary public requirement; and except telephone exchanges where hours of actual labor of employees do not exceed the maximum here provided or in case of a night operator who is able to sleep the major part of the night. See also possible cannery exemption for 2 months a year under Minimum age, above.

Night work

Prohibited from 7 p.m. to 6 a.m. for children under 16 in any occupation except agricultural work or domestic service. See also possible cannery exemption for 2 months a year under Minimum age, above.

Street trades

No provision.

Hazardous occupations prohibited

Under 16 in a comprehensive list of hazardous occupations.

Status of illegally employed minors under the Workmen's Compensation Act

Illegally employed minors are excluded from the compensation act.

Full-time school attendance

Required of children between 8 and 16 for entire session (if session is more than 170 days, children may be excused from attending for more than that period) except those -

Who have completed the elementary-school course, or the rural school course (6 grades) plus 2 years of junior or senior high school;

15 or over, who have completed the first 6 years of the elementary-school course and are excused because services are needed for support of dependents, or for any other sufficient reason;

Who are excused for a definite time not exceeding 10 consecutive days in case of emergency or because of absence from town.

Continuation-school attendance

No provision.



## STATE CHILD-LABOR STANDARDS

VIRGINIA

July 1, 1938

Minimum age

14, in any gainful occupation, except work on farms, in orchards and in gardens, and except children 12 and over in fruit and vegetable canneries outside school hours. (Street-trades law permits boys 12 and over to work at running errands, delivering parcels, or caddying or other outdoor employment outside school hours, if they have street-trades badges.)

Employment certificates

Regular certificates: Required for employment of children under 16 in any gainful occupation, except on farms, orchards and in gardens, and except for children between 12 and 16 working outside school hours in fruit and vegetable canneries. Physician's certificate of physical fitness required. No grade requirement.

Age certificates: No provision.

Issued by: Local public-school officials.

hours

8-hour day, 44-hour week and 6-day week, for children under 16 in any gainful occupation except work on farms, in orchards and in gardens and except that children 12 and over in fruit and vegetable canneries outside school hours are exempt from the 44-hour week.

9-hour day, 48-hour week (6-day week resulting from Sunday law) for females in any factory, workshop, laundry, restaurant, mercantile or manufacturing establishment, except bookkeepers, stenographers, cashiers, office assistants, buyers, managers, assistant managers and office executives. Factories engaged exclusively in canning, processing, or packing fruit or vegetables during the fruit and vegetable seasons, work in the handling or re-drying of leaf tobacco in the tobacco market seasons, and mercantile establishments in towns with less than 2,000 population or in country districts, are exempt; employment for 10 hours per day for 90 days per year is allowed in shelling and cleaning peanuts and shucking and packing oysters, and a 10-hour day is allowed for work in florist shops and greenhouses for 3 days preceding and on February 14, December 25, Easter Sunday, and Mother's Day.

Night work

Prohibited from 6 p.m. to 7 a.m. for children under 16 in any gainful occupation, except work on farms, in orchards and in gardens.

Night messenger service prohibited from 10 p.m. to 5 a.m. for boys under 18 and girls under 21. (Messenger work entirely prohibited for girls under 18.)

Street trades

Minimum age: Boys, 12 for selling or distributing newspapers or periodicals or for bootblacking or running errands and delivering parcels; 14 for other street trades. Girls, 18.

Badges: Required for boys between 12 and 16.

Work prohibited for boys between 12 and 16 from 7 p.m. to 6 a.m. and during school hours unless boys are 14 and have employment certificate.

Hazardous occupations prohibited

Under 18 in a limited number of hazardous occupations.

Under 16 for boys and under 18 for girls in a limited number of hazardous occupations.

Status of illegally employed minors under the Workmen's Compensation Act

Illegally employed minors are covered by the compensation act and receive the same compensation as if legally employed.

Full-time school attendance

Required of children between 7 and 15, (attendance period may be changed to between 8 and 16 by local school board) for entire session, except those -

Who have completed the elementary-school course and who are regularly and lawfully employed;

Physically or mentally incapacitated;

Living more than  $1\frac{1}{2}$  miles by the nearest traveled road from a public school if free transportation is not provided within one mile of home.

Continuation-school attendance

No provision.



## STATE CHILD-LABOR STANDARDS

W A S H I N G T O N

July 1, 1938

Minimum age

14, in any factory, mill, workshop or store, except children 12 or over at any occupation not hazardous in judgment of Superior Court, upon satisfactory evidence that their employment is necessary for their own support or their parents' assistance.

Employment certificates

Regular certificates: Required, where continuation schools are established, for children between 14 and 18 in any occupation during school hours. Physician's certificate of physical fitness not required. Completion of 8th grade required for children 14; no grade requirement for children 15 or for children 14 who cannot profitably pursue further school work.

Age certificates: No provision.

Issued by: Local public-school officials.

Other certificates: School-exemption certificates issued by local public-school officials, are required by another law for employment of children under 15 during school hours. Certificates for boys under 14 and girls under 16, issued by Superior Court, are required by still another law for any employment not connected with farm or housework. State Industrial Welfare Committee, which has supervision over conditions of labor of minors, issues permits for boys between 14 and 18 and girls between 16 and 18 (above the ages for which Superior Court issues certificates).

Hours

8-hour day, 48-hour week, and 6-day week, for children under 18 in any public housekeeping occupation; 8-hour day, 48-hour week, and 6-day week, for children under 18 in any manufacturing, mercantile, printing, laundering, or dye-works establishment; sign painting, machine or repair shop or parcel-delivery service, or any other industry other than public housekeeping occupations; except telephone or telegraph messengers in rural communities and cities of less than 3,000 population who are not continuously employed and who are paid on a piece-rate basis. (Girls under 18 entirely prohibited from messenger work throughout the State.)

60-hour week for all male or female household or domestic employees, except in case of emergency. Employed time shall include all time employee is subject to call of employer.

Night work

Prohibited from 7 p.m. to 6 a.m. for children under 18 in industries and occupations in which an 8-hour day and 48-hour week is fixed for such children (7 p.m. to 7 a.m. in public housekeeping occupations), except (1) in cases found by the Industrial Welfare Committee not to be detrimental to the welfare of children, when the committee may authorize employment of children 16 or over to a later hour, said hour in public housekeeping occupations to be not later than 9 p.m. for girls or 10 p.m. for boys, and (2) telephone or telegraph messengers in rural communities and cities of less than 3,000 population who are not continuously employed and who are paid on a piece-rate basis, and whose employment is prohibited from 10 p.m. to 6 a.m. (Girls under 18 entirely prohibited from messenger work throughout the State.)

Street trades

No provision.

Hazardous occupations prohibited

Under 16 in mines.

Under 18 as a hooker-on at the bottom of any slope or cager at the bottom of any shaft.

Under the minimum-wage law, the Industrial Welfare Committee is authorized to determine conditions of labor for children under 18 and has under this authority prohibited a number of hazardous occupations.

Status of illegally employed minors under the Workmen's Compensation Act

Illegally employed minors are covered by the act and receive the same compensation as if legally employed. In addition, the employer may be required to pay into the State Accident Fund a sum equal to 50 per cent of the compensation if the injured employee is less than the prescribed age for employment.

Full-time school attendance

Required of children between 8 and 16 (18 where continuation schools are established) for the entire session, except -

Where continuation schools are established, those who have employment certificates, which, if family needs or personal welfare make leaving school necessary or advisable, may be issued to children 15 or to children 14 who either have completed the 8th grade or cannot profitably pursue further regular school work;

Where continuation schools are not established, those who are 15 and regularly and lawfully employed, or 8th grade graduates, or physically or mentally incapacitated, or are excused for other sufficient reason;

Throughout the State, those who have graduated from a 4-year high school.

Continuation-school attendance

Required of minors between 14 and 18 not attending full-time school, for 4 hours a week between 8 a.m. and 5 p.m. on school days and between 8 a.m. and 12:30 p.m. on Saturday, during the public-school term, except those -

Who cannot profitably pursue further school work;

Who are high school graduates;

Excused because attendance would be injurious to health.

Establishment of continuation schools is not compulsory. Board of directors in organized district having 15 minors who would be required to attend may on request of 25 adult residents establish such school.



## STATE CHILD-LABOR STANDARDS

W E S T V I R G I N I A

July 1, 1938

Minimum age

14, in any business or service during school hours.

14, in any gainful occupation at any time, except agriculture and domestic service, and except boys 12 and over employed in mercantile establishments and business offices outside school hours.

Employment certificates

Regular certificates: Required for employment of children between 14 and 16 in any gainful occupation. Certificate of physical fitness and completion of 6th grade required.

Age certificates: Issued upon request for minors 16 or over.

Issued by: Local public-school officials.

Hours

8-hour day, 48-hour week, and 6-day week, for children under 16 in any gainful occupation, except agricultural work or domestic service.

Night work

Prohibited from 7 p.m. to 6 a.m. for children under 16 in any gainful occupation, except agricultural work or domestic service.

Street trades

No provision.

Hazardous occupations prohibited

Under 16 in mines, quarries, tunnels, and excavations.

Under 16 in occupations declared hazardous for such children by a committee consisting of the State commissioners of labor and health and the State superintendent of schools.

Status of illegally employed minors under the Workmen's Compensation Act

Illegally employed minors are excluded from the compensation act.

Full-time school attendance

Required of children between 7 and 16 for entire session, except those - 14 and regularly employed for at least 6 hours a day;

14 and having received written permission from superintendent of schools in city or county in which they reside to engage in profitable employment at home;

Whose parents (or other persons in charge of them) are extremely destitute (this exemption not to be allowed when destitution is relieved by private or public means);

Physically or mentally incapacitated;

For whom conditions render school attendance impossible or hazardous;

Living more than 2 miles from school by the shortest practicable route, if free transportation is not provided;

Excused for observance of regular church ordinances;

Excused for other causes accepted as valid by the county school superintendent, district school supervisor or superintendent of independent school district (but no child between 14 and 16 shall be exempt from school attendance on the ground of completion of 8th grade if he lives within 2 miles of a high school).

Continuation-school attendance

Required of children between 14 and 16, who are not attending school regularly [*i.e.*, full time], or who are regularly and lawfully employed, for from 4 to 8 hours a week between 8 a.m. and 5 p.m. until attendance amounts to 144 hours for the school year, except children who have completed 8 years of elementary schooling, or who have been exempted from day school attendance for any of the last 6 reasons enumerated under Full-time school attendance, above.

Continuation schools must be established in any city having a population of more than 10,000 and in cities, towns, or sub-districts where there are 50 or more minors between 14 and 16 years of age not in regular attendance upon approved instruction.



## STATE CHILD-LABOR STANDARDS

W I S C O N S I N

July 1, 1938

Minimum age

- 16, during school hours in any gainful occupation, except children who have completed the most advanced course of study offered by the public school of the district in which they live or are employed, whichever offers the most advanced course.
- 14, in any gainful occupation at any time, except that children between 12 and 14 may be employed during school vacation and outside school hours at work usual to the home of the employer but not in connection with his business, trade or profession. Domestic or farm work performed outside school hours in connection with the children's own homes and directly for their parents or guardians is also exempted.
- Work in agricultural pursuits is exempted from the above provisions, but the Industrial Commission is granted power to regulate the employment of children under 16 in specified types of commercialized agriculture (cherry orchards, market gardening, gardening conducted or controlled by canning companies, and the culture of sugar beets and cranberries). Under this power it requires children under 14 employed in beet fields during school hours to have completed the 8th grade and limits their hours to 8 per day, 48 per week, and between 7 a.m. and 7 p.m.
- 18, in industrial home work.

Employment certificates

- Regular certificates: Required for employment of children under 18 in any gainful occupation, except in agriculture, and except during vacations and outside school hours, in domestic service or farm work performed in connection with the children's own homes and directly for their parents or guardians, or any work usual to the home of the employer but not in connection with his business, trade or profession. Permits may be refused if the best interests of the children will be served thereby or if the children seem unable to perform the labor at which they are to be employed.
- Physician's certificate of physical fitness required in Milwaukee and optional with issuing officer elsewhere. Completion of most advanced course of study offered by the public school of the district in which children live or are employed (whichever offers the most advanced course), is required for employment, during school hours, of children under 16.

Age certificates: Issued upon request to minors 18 or over.

Issued by: State Industrial Commission or person designated by the Commission.

Hours

8-hour day, 40-hour week, and 6-day week, for children under 18 and 24-hour week for children under 16 in any gainful occupation except domestic service or farm labor and except as the Commission may set up other regulations by order. (For regulation of hours of labor in beet fields, see Work in agricultural pursuits, under Minimum age, above.)

Night work

Prohibited from 6 p.m. to 7 a.m. for children under 16 in any gainful occupation except domestic or farm labor.

Night messenger service prohibited under 21 from 8 p.m. to 6 a.m. in 1st, 2d, or 3d class cities (messenger service entirely prohibited for all females in all places).

Prohibited from 6 p.m. to 6 a.m. for females in factories and laundries, except office workers and charwomen, and except as the Commission may set up other regulations by order.

Street trades

Minimum age: Boys 13, girls 18, selling, offering for sale, soliciting for, collecting for, displaying, or distributing newspapers, magazines, or any articles, goods, merchandise, commercial service, posters or circulars, or the blacking of boots, on any street or other public place, or from house to house.

Badges and permits: In cities and villages of 1,000 population or over boys between 13 and 18 years of age must obtain badges, and employers of such boys must obtain street-trades permits. In case of children selling or distributing newspapers or magazines, the independent news agency or (if none) the selling agency of the publisher or (if none) the publisher whose newspapers or magazines children distribute or sell is deemed the employer. In case of children engaged in any other street trade, the person furnishing them articles for sale or distribution or regularly furnishing them material for blacking boots is deemed the employer. (The Industrial Commission has power to make exceptions to or modify the badge and permit requirements.)

Maximum hours and night work: For boys under 16, 8-hour day, 24-hour week and night work prohibited from 7:30 p.m. to 5 a.m. Work also prohibited for boys under 16 during school hours unless they have completed the highest grade of school available for them. For boys 16 to 18, 8-hour day, 40-hour week, and work prohibited during hours such boys are required by law to attend school.

Law state-wide, except as indicated under Badges and permits, above.

Hazardous occupations prohibited

Under 16 in a comprehensive list of hazardous occupations. (See also Minimum age 16, above.)

Under 18 in a comprehensive list of hazardous occupations.

Under 21 in occupations declared hazardous by the Industrial Commission.

Status of illegally employed minors under the Workmen's Compensation Act

Illegally employed minors are covered by the compensation act; double compensation is payable in case of minors employed in violation of the employment-certificate provisions; treble compensation is payable in case of minors employed in violation of the minimum-age provisions or in an occupation for which the Commission has ordered that no permit shall be issued.

Full-time school attendance

Required of children between 7 and 16 for entire session and to end of school term in which they are 16, except those -

14, regularly and lawfully employed on farm or in own home;

14, who have completed the most advanced course of study offered by public schools of district; Physically or mentally incapacitated;

Living more than 2 miles from school if free transportation is not furnished.

(See also full-time continuation-school attendance, below.)

Continuation-school attendance

Required of minors between 16 and 18 as follows: Full-time if unemployed, half-time if employed at home, and at least 8 hours each week for eight months each year (or entire term if longer) if regularly and lawfully employed away from home; except those -

Who have completed high school;

Physically or mentally incapacitated.

Continuation schools must be established in places of over 5,000 population wherever 25 persons qualified to attend request establishment; schools may be established elsewhere.



## STATE CHILD-LABOR STANDARDS

W Y O M I N G

July 1, 1938

Minimum age

No minimum age provision except that children whose attendance at school is required by law shall not be employed at any occupation or service during school hours.

Employment certificates

No certificate system. All the certificate machinery is provided, but by a defect in the law, certificates are required only for minors between 14 and 16 in occupations in which employment is entirely prohibited under 16.

Hours

8-hour day, 48-hour week and 6-day week, for children under 16 in any gainful occupation, except in farm work or domestic service.

8-hour day, 48-hour week, for females in any manufacturing, mechanical or mercantile establishment, laundry, hotel, public lodginghouse, apartment house, or restaurant, except where an emergency exists and at least time and a half is paid for overtime.

Night work

Prohibited from 7 p.m. to 7 a.m. for children under 16 in any gainful occupation, except in farm work or domestic service.

Prohibited from 10 p.m. to 7 a.m. for girls under 18 in any manufacturing, mechanical or mercantile establishment, laundry, hotel, public lodginghouse, apartment house, restaurant, telephone or telegraph establishment, office, or in any express or transportation business, except in the canning of perishable products and in an emergency resulting from an act of God.

Street trades

No provision.

Hazardous occupations prohibited

Under 16 in a fairly comprehensive list of hazardous occupations.

Under 18 as hoisting engineer.

Under 16 in any occupation declared hazardous by the Child Labor Commission, consisting of the Commissioner of Labor and Statistics, the Commissioner of Education, and the Secretary of the State Board of Health.

Status of illegally employed minors under the Workmen's Compensation Act

Illegally employed minors are covered by the compensation act and receive the same compensation as if legally employed.

Full-time school attendance

Required of children between 7 and 17 for entire session, except those -

Who have completed the 8th grade;

Physically or mentally incapacitated;

Excused because attendance law would work a hardship;

Excluded from school for legal reasons and no provision for their schooling has been made.

Continuation-school attendance

No provision.

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